

# **THERE IS A ROTTEN WORK CULTURE IN HELSINGØR MUNICIPALITY AND ALL OVER THE WORLD, YOU MUST IMPROVE TO SUSTAIN LIFE SELF!**

## **HEADINGS:**

- Introduction: This paper is about rotten work culture of the world today, people not doing their best work and behaviour, you must improve to sustain life itself
- 1. Benedikte Kiær, mayor: Jesper Ingeman-Petersen is our new emergency manager, he is an experienced leader, he will drive forward our preparedness into a new era
- 2. Jesper in Helsingør Daily Paper: "I am a listening, appreciative and dedicated leader, my employees must provide, my ultimate mission is to motivate them"
- 3. Mercuri Urval's job advert: Ensure solid preparedness, personnel management, increase municipal synergy, advice commission and build relations with network
- 4. My Falck paper shows their poor work and attitude, Jesper as leader "motivates" people via social talk as their "good friend" and accepts poor quality/efficiency
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- 8. Helsingør Municipality has lost hundreds of millions DKK because of mess with contractual agreements, poor work, advise and control, the mayor does nothing
- 9. Stine Johansen, director of Helsingør Municipality 2015-22, is acclaimed as best leader, but she is responsible for rotten culture and shit-cases, not changing it
- 10. Many examples of "shit cases" in Helsingør show poor work, behaviour and communication, which is a general "rotten culture" that must be cleaned up!

**Written and published by Stig Dragholm  
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## HEADINGS AND SECTIONS:

- Introduction: This paper is about rotten work culture of the world today, people not doing their best work and behaviour, you must improve to sustain life itself
  - The purpose of this paper is to document rotten work culture of people today not doing their best work, behaviour and communication, you MUST improve your work and attitude to sustain life self
  - Helsingør Municipality chose Jesper Ingeman-Petersen as best emergency leader, which is a great paradox, all can read from my Falck paper that he is a poor leader for people doing poor work!
  - Helsingør Municipality has a “rotten culture” itself, a large number of “shit-cases” have cost them hundreds of millions DKK, they do nothing to improve and still praise themselves for “good work”!
  - You have lost basic values of working, behaving and communicating properly, you must improve to sustain life itself, treat others as you would like to be treated yourself, bringing happiness to all :-)
- 1. Benedikte Kiær, mayor: Jesper Ingeman-Petersen is our new emergency manager, he is an experienced leader, he will drive forward our preparedness into a new era
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- 4. My Falck paper shows their poor work and attitude, Jesper as leader “motivates” people via social talk as their “good friend” and accepts poor quality/efficiency
  - Basic Work Rules – to bring you joy and a good living
  - Your current attitude and "culture" show a way too low level!
  - Behaviour and communication: Remove selfishness, work, listen, understand and help!
  - Delegate freedom under responsibility as a replacement for your current organization
  - Action Plans: "Success is not something to hope for, it is something that you plan!"
  - “Do you talk, laugh and have a good time during working or leisure hours”: Employees and Jesper TALK far too much, STOP IT, be disciplined, efficient and quality-oriented!
- 5. Jesper was hired as “best leader”, but is not, you must improve work, behaviour and communication to sustain life self, bring people freedom and responsibility!
  1. Jesper is “good friends” with employees, “motivating” them with small talk, he is acclaimed as “best leader”, but as my Falck paper shows, he and they talk too much, doing too poor work
  2. Leaders are NOT great leaders because people like them, most fear to tell their organization to improve, I tell you to improve to obtain a better life, do NOT waste your time on small talk at work
  3. Use an Action Plan to plan your work, make yourself redundant as leader, remove ignorant and superfluous leaders, give the organization full freedom and responsibility to do their own work
  4. The goal of most leaders today is to be well-liked, to show “good results”, being a success, climbing the career ladder, making more money, feeling good, not about how well-run the organization is
  5. Jesper does not guide employees about work, team leaders do, who are often too busy to do their work satisfactory, a true team leader is “the best” at the work, training people on how to do it
  6. It is a paradox that Helsingør Municipality decided to hire Jesper as fire emergency manager, believing he is “the best”, when I have shown you in my Falck paper that he is not, a true disgrace!

7. Leaders are too lazy, scared or ignorant to teach organizations on how to improve their work, behaviour and communication, fearing the reaction and their own positions, thus doing nothing
  8. Leaders spoil employees, having difficulties telling the truth straight out, bringing wrong self-perception and attitude of selfish people, you MUST improve to sustain life self, do as I do!
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8. Helsingør Municipality has lost hundreds of millions DKK because of mess with contractual agreements, poor work, advise and control, the mayor does nothing
9. Stine Johansen, director of Helsingør Municipality 2015-22, is acclaimed as best leader, but she is responsible for rotten culture and shit-cases, not changing it
- Stine resigned as municipal director, promoted at the Local Government, doing “fine results”, acclaimed as an inspirational leader and role model, but she did NOT change “rotten culture”
  - Stine is always “too busy” on social media, not formulating herself very well, making too many embarrassing errors, sending a poor signal, acting as a wrong role model, not caring about details
  - Helsingør Daily Paper: “The municipality needs to clean up rotten culture”. Benedikte and Stine: “There is NO rotten culture”, but there is, everybody knows, it is COMPLETE INSANITY to deny it!
10. Many examples of “shit cases” in Helsingør show poor work, behaviour and communication, which is a general “rotten culture” that must be cleaned up!
- This chapter is divided in a) wrong behaviour, attitude/mentality, b) economical losses, c) municipal district plans overruled by the state and d) other cases
  - Jesper Ingeman-Petersen issued a fire ban at Saint John's Day as the only municipality in the area, doing rotten work, a symbol of him putting out my fire, to stop bringing the birth of my new self
  - Helsingør Municipality carried the axe, being the executioners of the System of Hell, bringing out the death sentence of man over God to eliminate me and overtake the force of the Source in me
  - Helsingør Municipality cheated me for "special home aid", 200 USD monthly for 3 years, using insane/illegal decisions, forcing me to live on a stone, I received USD 7,000 in compensation

## **INTRODUCTION: THIS PAPER IS ABOUT ROTTEN WORK CULTURE OF THE WORLD TODAY, PEOPLE NOT DOING THEIR BEST WORK AND BEHAVIOUR, YOU MUST IMPROVE TO SUSTAIN LIFE ITSELF**

The purpose of this paper is to document rotten work culture of people today not doing their best work, behaviour and communication, you MUST improve your work and attitude to sustain life self

I received a big surprise when I read the announcement of Benedikte Kiær, mayor of my home town, Helsingør, on March 31, 2023, about Helsingør Municipality having hired Jesper Ingeman-Petersen as new fire emergency manager for four fire stations and 122 employees, covering a local population of 63,000 people, reporting to the CEO/director of Helsingør Municipality.

I was surprised because I know Jesper as leader of the fire station of Falck in Lyngby in 2011, where Lyngby Municipality wrongly had forced me on “working test” (!), where I agreed with Jesper to write a paper, “give us inputs to make our work simpler, easier and smarter” as he said then, which ended up with my [Falck paper](#) on 100 pages as I call “Lift Falck to Noma Quality”, see the content of this in chapter 4 of this paper.

I like Jesper as a person as everyone else also does, it seems, this paper has NOTHING to do with me not liking him or the management of Helsingør Municipality for that matter as this paper is also about, the purpose is to document that “there is something rotten in the state of Denmark”, which is about WRONG attitude of lazy and selfish employees, not showing their best work, behaviour and communication (“more or less”), which everyone must improve to sustain life self.

The top 10% of the labour market today do show their finest work, the rest can do better (“more or less”), most often without people knowing it themselves, most people do believe they do fine work today, but they can always find things for their colleagues to improve on (!), but the quality, thought and reflection is in general not good enough, people do not bring enough passion and joy into their work, many work with the “auto-pilot” being switched on, without full commitment, where almost all people can lift the quality of their work including their potential work level, which I have seen with almost all people throughout my own professional career from 1984-2009, where I did not meet one single working with my own attitude and quality.

Too many people accept too many errors, omissions and poor quality as the norm, which is very wrong. You must improve your attitude, deciding to always do your best work, behaviour and communication, not falling for the temptation to work too fast with too many errors, also showing poor/rotten behaviour and communication, but to come into a good circle, always improving, to let the standard being to automatically do your best work, always, becoming used to never cutting corners, but to exert yourselves to do your best, to make other people and yourself happy and proud of your work, which is how I always feel myself, always doing my best work under the conditions. Life itself cannot be based on the rotten work culture of the world today.

**ALWAYS WORK, BEHAVE AND COMMUNICATE AS YOU WOULD LIKE OTHERS DOING TO YOU ☐ ☐**

Helsingør Municipality chose Jesper Ingeman-Petersen as best emergency leader, which is a great paradox, all can read from my Falck paper that he is a poor leader for people doing poor work!

I have shown you the way forward to reach this goal via my Falck paper (see chapter 4) that shows a fire station of employees, who talk way too much and think and work with too poor quality, which is because of their WRONG attitude, being too lazy and selfish, tempted to relax, to talk, talk and talk, having a good time at work, which is “the culture” as Jesper as leader was responsible for, also allowing it himself, when he took part of the social talk with employees and everyone else,



which he believed was the way forward to “motivate” people, being “good friends” with his employees, which it is not, it only led to lack of discipline and responsibility among employees, who had a good time instead of being disciplined and responsible doing their work with pride and their best quality.

A professional recruitment agency and the management of Helsingør Municipality have decided to choose Jesper as new fire emergency manager in Helsingør, “chosen from approximately 20 highly qualified applicants”, which is then the greatest paradox and even catastrophic for the municipality to do, an embarrassing misjudgment, believing “Jesper is the best leader”, when everyone can read the truth from my Falck paper that “Jesper is actually a poor leader”, being responsible for a disastrous work culture of an organization doing poor work.

This is how better-knowing ignorants on top of the society believe they know what is right to do, but they really do not, they are very good at “talk, talk and talk”, but they are not necessarily good at basic work and to lift up their organizations to work, behave and communicate on a higher level, making everyone happy, where everyone treats other people via their work as they would like to be treated themselves.

Helsingør Municipality has a “rotten culture” itself, a large number of “shit-cases” have cost them hundreds of millions DKK, they do nothing to improve and still praise themselves for “good work”!

My surprise is even bigger because I sent my Falck paper to the mayor and the new municipal director in Helsingør to show them how to remove their rotten culture with many mistakes and omissions, which not only characterized Falck in Lyngby, but to the highest degree also Helsingør Municipality, which is affected by a large number of shit-cases (a word I have adopted from others, when describing Helsingør Municipality) as you can also read about in this paper, having lost hundreds of millions of DKK (100 DKK = 15 USD and 13.5 Euro) and committed legal errors etc., without any consequences, which they could have avoided to a large extent, if they had followed the recommendations in my Falck paper, but no, they could not, they have done nothing to improve their rotten culture, which is because they do not admit to it, do not dare, fearing their own positions if they did, also not knowing how to do it (read my Falck paper)!

Helsingør Municipality, the mayor and a large network even praised their own municipal director from 2015-22, Stine Johansen, as an inspirational leader and role model, when she resigned, and this is even though everybody knows that Helsingør is affected by this large number of shit-cases. Yes, there is really something rotten in Helsingør Municipality and in the state of Denmark as there is all over the world, you must improve your work and behaviour everywhere.

You have lost basic values of working, behaving and communicating properly, you must improve to sustain life itself, treat others as you would like to be treated yourself, bringing happiness to all :-)

It is very elementary basic values of working, behaving and communicating properly that have been lost to a spoiled generation of lazy and selfish employees, who do not use their full potential, but let things go, do not care and often prefer to do nothing instead of doing their best or taking on new work (“more or less”).

Before all fine consulting firms bring their fine reports, promising the world, or “gold and green forests” as we say here, the basics must be corrected first, which in itself will provide a significant productivity improvement in all companies and the society as such. It is a national disaster and downright sacrilegious that you have let go, losing a significant part of your moral standards, where people either do their work too quickly, sloppily and badly or simply let things go, where no

one cares or does anything about it, which is because the whole society consists of clumsy fools and wimps ("more or less"), it is this truth that I am telling you about again, so that it will be understood by the whole world, for you to do something about it, not because I do not like you, but because love you with all of my heart, doing my best to save you and help obtaining eternal life.


You cannot continue working, behaving and communicating as you do today, you cannot live like this, life itself cannot be sustained like this, you have to improve if you want life itself. How difficult can it be to do your basic work properly and behave and communicate in a way as you would like others to do to you? This is a matter of course in a proper and well-run society, but unfortunately this is not the case today, and nobody does anything about it, world leaders of politicians, media, business life, the education system etc. have allowed the decay to continue, only getting worse over time, not having the will or courage to deal with it. This must stop now!

I have written this paper in English for not only Denmark, but the world to read, understand and learn from, to get back on track, doing your best work, treating people properly, bringing joy and happiness to all :-). You can do much better than what most people believe they can do today, only the sky is the limit.

## 1. BENEDIKTE KIÆR, MAYOR: JESPER INGEMAN-PETERSEN IS OUR NEW EMERGENCY MANAGER, HE IS AN EXPERIENCED LEADER, HE WILL DRIVE FORWARD OUR PREPAREDNESS INTO A NEW ERA

Benedikte wrote on Facebook below:

- We have found the new fire emergency manager for Helsingør Municipality's emergency services. The new manager is Jesper Ingeman-Petersen, who is currently head of emergency services in Gribskov Municipality.
- Jesper Ingeman-Petersen has 24 years of experience as a leader within the world of emergency preparedness. Since 2020, he has been the manager of the emergency services in Gribskov, and before that he has had several management jobs in Falck, where he was also originally trained as a Falck rescuer.
- In Helsingør Municipality, we are very proud of our emergency services that are recognized for their high professionalism, a good working environment and for being extremely well-run. With Jesper Ingeman-Petersen, we get a new emergency manager who, with his extensive experience, can help drive our emergency preparedness forward and at the same time put new ships into the sea that can develop our emergency preparedness into a new era. I and the rest of the emergency commission are looking forward to a good and close collaboration with Jesper.
- Jesper Ingeman-Petersen has been chosen from approximately 20 highly qualified applicants. He will take up his new position on May 1, 2023.




**Benedikte Kiær**  
31 March at 15:32 · 🌐

Vi har fundet den nye beredskabschef for Helsingør Kommunes Beredskab 🇩🇪  
Den nye chef er Jesper Ingeman-Petersen, der i dag er leder af Beredskabet i Gribskov Kommune.

Jesper Ingeman-Petersen har 24-års erfaring som leder inden for beredskabsverdenen. Siden 2020 har han været leder for Beredskabet i Gribskov, og før det har han haft adskillige lederjob i Falck, hvor han desuden oprindeligt er uddannet som Falckredder. Han afløser nuværende leder Søren Lundhild, der med udgangen af marts forlader stillingen efter 7 år.

I Helsingør Kommune er vi meget stolte over vores beredskab, som er anerkendt for sine høje faglighed, et godt arbejdsmiljø og for at være yderst velfungerende. Og med Jesper Ingemann-Petersen får vi en ny beredskabschef, der med sin store erfaring kan være med til at drive vores beredskab godt videre og samtidig sætte nye skibe i søen, som kan udvikle vores beredskab ind i en ny tid. Jeg og den øvrige beredskabskommission ser frem til et godt og tæt samarbejde med Jesper.

Jesper Ingeman-Petersen er valgt blandt cirka 20 yderst kvalificerede ansøgere. Han tiltræder i sin nye stilling den 1. maj 2023.



[https://www.facebook.com/permalink.php?story\\_fbid=pfbid02xAzH9N18GguhD7ChhJZRnNLURxW5KFECs21jULDBAF9PAbe1rF8gqL1VXiMAPW9WI&id=100064132361252](https://www.facebook.com/permalink.php?story_fbid=pfbid02xAzH9N18GguhD7ChhJZRnNLURxW5KFECs21jULDBAF9PAbe1rF8gqL1VXiMAPW9WI&id=100064132361252)

## 2. JESPER IN HELSINGØR DAILY PAPER: "I AM A LISTENING, APPRECIATIVE AND DEDICATED LEADER, MY EMPLOYEES MUST PROVIDE, MY ULTIMATE MISSION IS TO MOTIVATE THEM"

This is an extract of the article below from Helsingør Dagblad (Daily Paper) from April 2, 2023:

### Helsingør grabs a dedicated manager from a neighbouring municipality: My employees must provide five percent more than I pay them for

- Helsingør Municipality will have a new emergency manager on May 1. The choice has fallen on the experienced Jesper Ingeman-Petersen, who comes from a similar job in Gribskov Municipality. For him, the most important task is to motivate the employees.
- In Jesper Ingeman-Petersen, Helsingør Municipality's emergency department gets a manager, who sees his most important task as motivating the employees.
- "I am a listening, appreciative and dedicated leader. My task is to make my employees provide five percent more than I pay them for. You do that if you are motivated, which is my ultimate mission. They are the ones who carry out the tasks, so they must be highly motivated."
- The word "visibility" is also an important part of the new emergency manager's thoughts about the job in Helsingør. "It gives me a lot of energy in life when I help other people. I strive to be a visible emergency manager, and I would, as far as possible, like to avoid responding to citizens with emails. It is important to me that I get out and meet the citizens at eye level."

HELSINGØR

### Helsingør snupper dedikeret chef fra nabokommune: - Mine medarbejdere skal yde fem procent mere, end jeg betaler dem for



Den nye beredskabschef Jesper Ingemann-Petersen glæder sig til at træde i stillingen som ny beredskabschef i Helsingør Kommune. Foto: Privat

Helsingør Kommune får ny beredskabschef den 1. maj. Valget er faldet på den erfarne Jesper Ingemann-Petersen, der kommer fra et lignende job i Gribskov Kommune. For ham er den vigtigste opgave at motivere medarbejderne.

**Mest læste**

**SPORT**  
FC Helsingørs højt skattede alt-mulig-mand døde midt i kampen: - Det bliver et kæmpe, kæmpe stort savn for os alle +

**HELSINGØR**  
Pynt på kagerne var ikke egnet som mad til mennesker: - Vi har altid sagt, det var på eget ansvar +

**HELSINGØR**  
FC Helsingør-kamp afblæst, da tilskuere døde på stadion: - I sådanne situationer er fodbold så uendeligt ligegyldigt

**NAVNE**  
Katrine troede, at faren var ensom, når han om aftenen tog ned til Trykkerdammen. Men det var ikke

HELSINGØR: Når den nuværende beredskabschef, Søren Lundhild forlader posten som beredskabschef for Helsingør Kommune udgangen af denne måned, afleverer han nøglerne til 55-årige Jesper Ingemann-Petersen. Han er netop blevet præsenteret som ny beredskabschef i Helsingør Kommune og begynder i jobbet den 1. maj.

Det er en stolt og glad kommende beredskabschef, Helsingør Dagblad får fat på, kort efter præsentationen af ham:

- Jeg glæder mig virkelig meget til at starte. Der er mange sommerfugle i maven. Det handler ikke så meget om jobbet lige nu, men jeg glæder mig bare helt vildt til at møde alle mine nye, dygtige kollegaer.

#### Kerneopgaven

I Jesper Ingemann-Petersen, får Helsingør Kommunes beredskab en leder, der ser sin vigtigste opgave værende at motivere medarbejderne.

- Jeg er en lyttende, anerkendende og dedikeret leder. Min opgave er, at mine medarbejdere skal yde fem procent mere, end jeg betaler dem for. Det gør man, hvis man er motiveret, og det er min ypperste mission. Det er dem, der udfører opgaverne, så de skal være top motiverede, siger Jesper.

<https://helsingordagblad.dk/helsingoer/helsingoer-snupper-erfaren-beredskabschef-fra-nabokommune-jeg-vil-gerne-vaere-synlig-for-borgerne>

### 3. MERCURI URVAL'S JOB ADVERT: ENSURE SOLID PREPAREDNESS, PERSONNEL MANAGEMENT, INCREASE MUNICIPAL SYNERGY, ADVICE COMMISSION AND BUILD RELATIONS WITH NETWORK

Stig: Notice how little “basic work” fills in the job description, there is nothing about improving quality, which is also not needed according to Benedikte Kiær, who says that the emergency here is “extremely well-run”, but what do you really know about it, Benedikte, nothing!

Notice also how much “contact with external relations” fills, which is how it is everywhere, for people to “talk, talk and talk” with other people, to “maintain and develop connections” and to “service the level above in the organization” etc., and talking is what Jesper does all of the time as his main skill (!), but this is also how you waste much time instead of doing your work, setting all FREE and RESPONSIBLE to do their own work, when they are trained and prepared for it.

#### TASKS:

- Ensure solid preparedness and ownership among employees
- Personnel management
- Increase synergy across municipal areas
- Ensure strong recruitment basics for volunteers and part-time firefighters
- Make the emergency visible in media and local communities
- Proactive, long-term advice of the emergency response commission

#### PROFILE:

- Build relationships across the municipality and external partners
- Make others want to follow you
- Thorough knowledge of emergency
- Solid experience with personnel management
- Outgoing, proactive, unifying and relationally strong
- Knowledge of political service and specialist areas of emergency

“You will receive great freedom and an attractive salary package”!

## BEREDSKABSCHEF TIL HELSINGØR KOMMUNE

MERCURI URVAL

### Om jobbet

**Jobbet er udløbet**  
Gå til aktive jobs →

**Helsingør har som en af landets få kommuner sit helt eget beredskab:** Byrådets beslutning om at gå imod tendensen til centralisering giver nogle unikke ledelsesmæssige forhold. Velkommen til et beredskab med beslutningsdygtighed, lokal forankring, makkerskab med den nye kommunaldirektør, bred politisk opbakning og unikke muligheder for at indgå samspil på tværs af kommunen. Beredskabet dækker 63.000 borgere med stationer i Helsingør, Hornbæk, Tikøb og Espergårde. De 122 medarbejdere fordeler sig med gode relationer på tværs af 14 fastansatte, 80 deltidsansatte og 28 frivillige. I beredskabet indgår også brandskolen, der uddanner brandmænd til mange andre kommuner, og et dykkerberedskab til sikring langs det stadigt mere travle liv langs havneområdet og kyststrækningerne.

### Len og ansættelsesvilkår

Du ansættes som øverste chef for beredskabet med reference til kommunaldirektøren og primært arbejdssted på brandstationen i Helsingør. Du får stor frihed og en attraktiv lønpakke, der svarer til dine kvalifikationer.

### Virksomhed

Mercuri Urval

Helsingør

Fuldtid / Deltid

Oprettet 13/03/2023

Jobbet er udløbet

### Dine opgaver

Du bliver øverste chef for beredskabet med kontor i Helsingør. Her skal du sikre et solidt beredskab og ejerskab hos medarbejderne. Men du skal også udfordre os i lyset af de kommende års udvikling. Opgaverne er:

- Inddragende personaleledelse
- Øge synergien på tværs af de kommunale områder
- Sikre et stærkt rekrutteringsgrundlag for frivillige og deltidsbrandfolk
- Synliggøre beredskabet i presse og lokalsamfund
- Proaktiv, langsigtet rådgivning af beredskabskommissionen

### Din profil

Eftersom beredskabet er lokalt, er der brug for, at alle kan dække bredt og hjælpe hinanden på tværs. Det gælder også den øverste chef. Du skal kunne bygge relationer på tværs af kommunen og eksterne samarbejdspartnere samt give andre lyst til at følge dig. Vi er åbne for, at der kan være mange veje til at lykkes med ovenstående, men vi forestiller os, at du er/har:

- Grundigt kendskab til beredskabet
- Solid erfaring med personaleledelse
- Udadvendt, proaktiv, samlende og relationelt stærk
- Gerne også kendskab til politisk betjening og måske flere af beredskabets fagområder

<https://simplyjob.com/1249611/mercuri-urval/beredskabschef-til-helsingor-kommune>



#### 4. MY FALCK PAPER SHOWS THEIR POOR WORK AND ATTITUDE, JESPER AS LEADER “MOTIVATES” PEOPLE VIA SOCIAL TALK AS THEIR “GOOD FRIEND” AND ACCEPTS POOR QUALITY/EFFICIENCY

This is what “professional recruiters” and Helsingør Municipality agreed is the best candidate for the position as new fire emergency manager in Helsingør, Jesper Ingeman-Petersen, which is the same man, who was manager of Falck's fire station in Lyngby in 2011, where the Job Centre of Lyngby-Taarbæk Municipality had forced me on “work testing” full time for one month (I had already worked there part time for some months), where Jesper found me “interesting” to speak with about “management”, so we agreed that I would write my paper about the fire station, “to make our work simpler, easier and smarter” as he put it then, which I then did, which became my 100 pages long paper (in Danish) called “[Løft Falck til Noma kvalitet](https://www.scribd.com/doc/61700490/L%C3%B8ft-Falck-til-Noma-kvalitet)” (“Lift Falck to Noma Quality”) including this summary of chapters that will give you a good overview of the content. I encourage all to read and understand my paper and to include teachings of it as part of future training on work, behaviour and communication.

<https://www.scribd.com/doc/61700490/L%C3%B8ft-Falck-til-Noma-kvalitet>

##### BASIC WORK RULES – TO BRING YOU JOY AND A GOOD LIVING

1. Use an action plan
2. Plan your work carefully
3. Deliver your finest quality of work
4. Communicate directly, honestly and positively/objectively
5. Agree on meeting agendas, time and level of details
6. Be focussed and avoid interruptions
7. Do not hold unnecessary breaks
8. Use resource plans and flexible working hours
9. Have outstanding managers, match requirements/supply and outsource FREEDOM
10. Develop throughout life to reach the full life potential of all

##### YOUR CURRENT ATTITUDE AND "CULTURE" SHOW A WAY TOO LOW LEVEL!

In my paper, I list specific tasks that show the poor attitude of the fire station:

- They are not in control of their work
- They show indifference, poor work and work ethic
- A dictator ORDERED me to do a wrong job
- Their basic work is full of ERRORS and LACKS
- Poor management not passing the "fireman's ABC"
- Daily tasks show indolence, inattention and wrong behaviour!
- Employees TALK, LAUGH and HAVE A GOOD TIME during working hours
- Jesper's work as manager focuses on “we are all good friends”, “talk, talk and talk” and to promote himself as “an excellent leader”
- Do as I, work with the best quality and efficiency!

## BEHAVIOR AND COMMUNICATION: REMOVE SELFISHNESS, WORK, LISTEN, UNDERSTAND AND HELP!

- Do your best to let your full talent unfold
- Subdue your selfish self and "seek first to understand, then to be understood"
- Communicate properly and speak the truth
- Your communication reveals you as petty-minded people who "cannot understand"
- Learn good communication and behaviour!

## DELEGATE FREEDOM UNDER RESPONSIBILITY AS A REPLACEMENT FOR YOUR CURRENT ORGANIZATION

- The best quality requires PERFECT identification of tasks and competences!
- Employees have the best skills, the manager WRONGLY has the power of decision
- Management and employees do not understand each other
- Middle managers "dictate" and become STRESSED, while employees become indifferent!
- It is DESTRUCTIVE for people when "leaders" take over the responsibility for their work
- You have BRAINWASHED yourselves into thinking this is the only way to work!
- Delegate FREEDOM and RESPONSIBILITY, make yourselves unemployed as leaders
- Discipline irresponsible employees!

## ACTION PLANS: "SUCCESS IS NOT SOMETHING TO HOPE FOR, IT IS SOMETHING THAT YOU PLAN!"

- People forget appointments/assignments when you don't write down and plan!
- You cannot manage a company when you do not have an overview of the company's tasks
- Work on one task at a time with FULL concentration
- DECIDE to use an Action Plan EVERY day, be disciplined
- Complete the plan PROPERLY and respect other people's plans
- Meet appointments and do your best work!
- Introduce Action Plans for teams and be responsible towards your team
- Coordination meetings: Be prepared, plan and coordinate without going into "solution mode"
- A team is self-determining and is led (if necessary) by a mentor, who is the most suitable
- Use agendas for meetings, agree on the length of the meeting and START and END on time!!!
- Communicate if you should be prevented or delayed for a meeting or an assignment
- Show willpower, communication and "toughness"
- Involve employees to identify all tasks – choose central/local solutions
- Prioritize central solutions that apply to everyone and make the BEST SYSTEMS IN THE WORLD!
- Establish ONE PERFECT system as a replacement for "hundreds" of systems
- Perfect business processes/training programs to create UNIQUE efficiency/quality
- The "golden work rule": 1/3 to prepare your work, 1/3 to do it and 1/3 to improve it
- Prepare thoroughly so that you start work at a much higher level
- Prioritize development and get "perfect" solutions everywhere!

<https://www.scribd.com/doc/61700490/L%C3%B8ft-Falck-til-Noma-kvalitet>

"DO YOU TALK, LAUGH AND HAVE A GOOD TIME DURING WORKING OR LEISURE HOURS":  
Employees and Jesper TALK far too much, STOP IT, be disciplined, efficient and quality-oriented!

Extract of my chapter below: It is clear that "social contact" is a "high priority" in the organization as well as with Jesper, who emphasizes that "we must all get on well together", and then you see an organization where virtually everyone BABBLES a "not inconsiderable" part of the day away, because "we simply LOVE to do it" (!), and Jesper sets a "good" example, because everyone should have a word on the road, a handshake, pat on the shoulder and a little praise from the boss, because that is your "task" as the manager, isn't it, Jesper (?), because then it is much easier to "motivate" people and when your spoiled and selfish employees feel good, they will work well, and when they think that the boss has a good and "close" relationship with everyone, then he will be well regarded, popular and a "nice guy" and isn't this how you will move up as a manager in your career (?), but Jesper, this is the absolutely WRONG way to get employees to become responsible and disciplined, a manager is not a SOCIAL INSTITUTION, but a role model for the entire organization, the one who has the greatest know-how and the best communication skills to TEACH people how to work instead of dulling it (!), because when you are seen in the office, you are mostly seen in the company of your mobile phone, which is "constantly" going, where you yourself BABBLES, BABBLES AND BABBLES away a large part of the day, because that is what a manager has to do, isn't it (?), talking and making decisions on behalf of the "stupid" employees, because they cannot do without your "superior help", because you are much smarter than them, aren't you (?) and also because "it's probably what we're most comfortable with" (?) - and Jesper, you'll find out that this is wrong, even though the attitude is widespread among many managers.

Your task as a manager is to make this place the best place to work by making the company as efficient and quality-oriented as possible - you can simply follow the "recipe" from this memo - instead of allowing it to bog down morally without actually doing anything to stop it, because it is also "very nice" that you can babble away your working day away and have some incredibly pleasant conversations with both the employees, your managers and "near environment", isn't it (?), and then still be able to cash in your fat pay check, drive a company car, enjoy the "special perks" that you have "granted" yourself (?) and also get your bonus for "work well done" (!!!), isn't it Jesper (?) or am I getting too close, because this was probably not the point of this "task" that we agreed on (?), and yes, it was because you are the one being in charge of this workplace being like a sloppy grill bar around the corner and not like restaurant Noma, which is what you want to change, isn't it, at least deep inside?"

Everyone" at the station has this "very well-developed" ability to TALK, TALK and TALK, because it is "so nice" – YOU TALK WAY TOO MUCH - "it's creepy" (!), and what happens when people, while working, cannot resist the "temptation" to just talk about what was on TV yesterday or something else that is "just on the tongue" as we simply "MUST say", because it is so "nice" to talk and laugh together, and yes, the answer is that people become unfocused, do bad work without thinking properly, forget things and the efficiency becomes far too bad, where you risk achieving "nothing", as the internal keys are an example of - and I am telling you this, because I clearly feel that this is the effect when, for example, Thomas starts to "have fun" too much with me, which takes away my concentration and makes me make mistakes.

There is a reason why you call "work" for "work" and "leisure time" for "leisure time", you will probably agree with me that you "work" when you are at work, and you enjoy yourself and talk to your "friends" in your spare time (?), but it may be difficult to decide to change because we "LOVE TO TALK AND HAVE FUN AT FALCK" and no one shall take this away from us (!) – and this may actually be a significant part of the explanation for your good "friendship", but that doesn't make it any more true! You know that it is WRONG to do!



ganisationen såvel som hos Jesper, som lægger vægt på, at *"vi skal alle have det godt sammen"*, og så ser man ellers en organisation, hvor stort set alle KVÆRNER en "ikke ubetydelig" del af dagen væk, fordi det ÆÆÆÆLSKER vi simpelthen at gøre (!), og Jesper lægger for med et "godt" eksempel, for alle skal lige have et ord med på vejen, et håndtryk, skulderklap og lidt ros fra chefen – for det er jo din "opgave" som chef, er det ikke, Jesper (?), for så er det langt nemmere at "motivere" folk og når dine forkælede og egoistiske medarbejdere har det godt, så vil medarbejderne arbejde godt, og når de synes, at chefen har et godt og "nært" forhold til alle, så vil han være velset, populær og en "flink fyr" og er det ikke sådan, at man kommer længst som chef og i sin karriere (?), og Jesper, dette er altså den helt FORKORTE måde at få medarbejdere til at blive ansvarlige og disciplinerede på – en chef er ikke en SOCIAL INSTITUTION, men et foregangsbillede for hele organisationen, dén der har den største know-how og de bedste kommunikationsevner til at LÆRE folk, hvordan man arbejder i stedet for at sløve den af (!), for når man ser dig på kontoret, så ser man dig mest i selskab med din mobiltelefon, som "konstant" kører, hvor du selv KVÆRNER KVÆRNER OG KVÆRNER en stor del af dagen væk, fordi det er jo dét en chef skal gøre, er det ikke (?) – at snakke og træffe beslutninger på vegne af de "dumme" medarbejdere, for det kan de ikke gøre uden din "overordnede hjælp", for du er jo meget klogere end dem, er du ikke (?) og også fordi *"det er nok det, vi har det bedst med"* (?) – og Jesper, du vil finde ud af, at dette er forkert, selvom holdningen er udbredt hos mange ledere.

Din opgave som leder er sådan set at gøre dette sted til den bedste arbejdsplads ved at gøre virksomheden så effektiv og kvalitetsbetonet som overhovedet muligt – du kan blot følge "opskriften" fra dette notat - i stedet for at tillade den at forsumpe moralsk uden i virkeligheden at gøre noget for at stoppe det, fordi det er jo også "meget rart" at man kan kværne sin arbejdsdag væk og få nogle utroligt hyggelige samtaler med både medarbejderne, ens chefer og "nær-miljøet", er det ikke (?), og så stadig kunne hæve sin fede check, køre firmabil, nyde godt at "særlige frynsegoder", som man har "bevilget" sig selv (?) og også at få sin bonus for "godt arbejde udført" (!!!), er det ikke Jesper (?) eller går jeg nu for tæt på, fordi det var da vist ikke meningen med denne "opgave", som vi aftalte (?) og jo, det var dét, fordi du er dén, der er ansvarlig for, at denne arbejdsplads er som en sjusket grill-bar henne om hjørnet og ikke som restaurant Noma, og det var dét, du gerne vil ændre, er det ikke og dette i hvert fald inderst inde?

For det første har "alle" på stationen denne "meget veludviklede" evne til at SNAKKE SNAKKE og SNAKKE, fordi det er nu "så rart" - DER BLIVER SNAKKET ALT, ALT FOR MEGET HOS JER – *"det er uhyggeligt"* (!), og hvad sker der, når folk, mens de arbejder, ikke kan modstå "fristelsen" til lige at snakke om, hvad der var på TV i går eller noget andet, som man "lige har på tungen" og simpelthen "bliver NØDT til at sige", fordi det er altså så "hyggeligt" og "rart" at snakke og grine sammen, og ja, svaret er, at folk bliver ukoncentrerede, laver dårligt arbejde uden at tænke sig ordentligt om, glemmer ting og effektiviteten bliver alt for dårlig, hvor man risikerer at nå "ingenting", som de interne nøgler er et eksempel på – og jeg fortæller jer dette, for jeg mærker klart, at dette er effekten, når for eksempel Thomas begynder at "pjatte" for meget med mig, hvilket fjerner min koncentration og får mig til at lave fejl.

der er som nævnt en grund til, at man kalder et "arbejde" for "arbejde" og "fritid" for "fritid", for I er vel enige med mig i, at man "arbejder", når man er på arbejde, og at man hygger sig og snakker med sine "venner" i sin fritid (?), men det kan måske være svært at beslutte sig for at ændre, fordi vi "ÆÆÆÆLSKER SIMPELTEN AT SNAKKE OG HYGGE OS HOS FALCK" og det er der ingen, der skal tage fra os (!) – og dette er måske i virkeligheden en væsentlig del af forklaringen på jeres gode "kammeratskab", men det bliver det altså ikke mere rigtigt af! Står der for eksempel i overenskomsten, at alle har ret til at snakke og hygge sig i måske 25 eller 50 procent af arbejdstiden, "så vi kan være sikre på, at få et godt "kammeratskab"? Nej, vel (!) - I ved, at det er forkert at gøre!

Extract of the chapter "Do you talk, laugh and have a good time during working or leisure hours"

## **5. JESPER WAS HIRED AS "BEST LEADER", BUT IS NOT, YOU MUST IMPROVE WORK, BEHAVIOUR AND COMMUNICATION TO SUSTAIN LIFE SELF, BRING PEOPLE FREEDOM AND RESPONSIBILITY!**

5.1 Jesper is "good friends" with employees, "motivating" them with small talk, he is acclaimed as "best leader", but as my Falck paper shows, he and they talk too much, doing too poor work

When reading the interview with Jesper from Helsingør Daily Paper in chapter 2 above, I can clearly recognize Jesper from my time working with him in 2011, this is how he is, he is socially minded, kind, speaking and being friendly with everyone, being "good friends" with all employees as he believes he "motivates" via small talk about unimportant matters, making everyone feel as his good friend, but is this really your role as a leader, during working hours, Jesper, to talk, talk and talk about "this and that" with "your" employees, or can you be entirely spared as "unnecessary fat" on top of the organization (?), and yes, if you ask me, you can.

If Helsingør Municipality was to chose me as leader instead of Jesper, I would be A MUCH BETTER CHOICE, where my first task would be to start making myself redundant, to lift up the organization and delegate my tasks and responsibilities instead of being placed as a circus clown on top, using time on talk, talk and talk instead of truly working, thus becoming more and more ignorant about the daily work, yes, let the people, who do the work, get the responsibility and freedom to do it, to be in control of their own lives and work, and to have a quality system monitoring quality and improvement, but first they have to prove themselves worthy, which requires the right skills and attitude of people, always showing their best work, communication and behaviour, not being lazy, selfish and indifferent, which is what my Falck paper in chapter 4 above is about.

Jesper is a great leader according to himself, and since everyone is keen on focusing on (their own) successes and positive stories, this is then also how the recruitment agency and the municipality present him, it is impossible for Jesper and them to see that there is anything wrong with Jesper as leader, all have signed the paper saying that "he is the best", "Jesper has been chosen from approximately 20 highly qualified applicants" as Benedikte, the mayor, says above in chapter 1, but no, he is not at all as my Falck paper clearly shows all, who can simply read and understand.

He was leader for Falck in Lyngby, who worked as dilettantes, not thinking, not doing their best, but doing disastrous work that included far too many errors and failures, with far too little efficiency, they were a laughing stock to the world if you ask me, and this is what Jesper "motivated" them to do as their "friend" speaking about "wind and weather" instead of teaching them on concentrating on work and how to do it professionally and efficiently.

This truth of their poor work may have come as a surprise to everyone here, because "everyone knows" that Falck is a reliable and credible company, doing fine work, right (?), no, wrong, they are lousy amateurs as almost all organizations are ("more or less"), who can do MUCH BETTER than what most people believe if only you decide to LIFT YOURSELVES UP, doing your best, using all of your potential instead of talking, relaxing, having a good time and switching on "the autopilot" to get through your daily work as quickly and easily as possible, waiting on receiving your next pay check, which is how it is for most people ("more or less").

You have to find the motivation and inner glow to create your best work, to feel proud of what you do, to always improve, to always strive for better with the aim to make everyone including yourself happy, it is all about having the right ATTITUDE, doing right, not wrong :-).

## 5.2 Leaders are NOT good leaders because people like them, most fear to tell their organization to improve, I tell you to improve to obtain a better life, do NOT waste your time on small talk at work

People like Jesper as a person, which is why they see him as a good leader, where it would be more right to say “good friend”, which makes me think of my old colleague, Charlotte from Fair Insurance, who is the sweetest lady, speaking well with and is liked by everyone, which is then what made her “best employee of the month” more times, but it was based on people liking her, not her work, which was NOT of good quality as I could see because I worked closely together with her, which drove me mad, seeing her errors and failures as she did not have the right attitude to improve on, and when I told her, she “could not” handle it (!), which is how it is for many, who still believe they do their best work, and when you tell them that they do not and have to improve – as when Thomas Blachman says the same to people in X Factor, who cannot sing, with the aim to help them – most people become sad, annoyed, angry or even “dissolve” as Charlotte did, wanting to shoot the messenger, which is how the Devil works inside of people.

I tell you to improve to bring all a better life, also increasing your production and quality, making people happy, but how did you, Jesper, and others at Falck conceive my Falck paper, was this “misplaced intervention” from “someone, who does not know anything about our work”, is this what you told people (?), well, you can just read and understand it and you will see the difference between me and you as leader, and yes, whom would you choose yourself if you could, yourself acting as a “comic figure”, trying to make people feel good, thinking that this is what makes them do their best work, or me, who brings you tools and knowledge of how to do it (?), yes, it should be an easy choice, wouldn't you agree? And then you are welcome to come by here for a cup of coffee and a Danish pastry, where we can have a nice and cosy chat about this and that, but as you understand, I do NOT want to waste my time at work, I like to chat in private after working hours, NOT at work, where you do NOT waste your resources like this, do you get it by now?

Jesper's mantra is really to “motivate” people, which in practise means to spend half of your time or even more, Jesper, walking round the offices speaking with your employees, or with the network around you, in person or on the phone, talking, talking and talking as another circus clown, instead of truly working, acting as their “cosiness uncle” (“hyggeonkel”) as we say in Danish, making all like you as a person, which seems to be the most important for most “leaders”, who then cannot speak out the truth as it is, “you MUST improve”, as I do, making them fear that they will annoy people, yes, you could hire a Red Cross friend doing the same as you, or even a wagging dog as everyone loves, to make people “happy”, which is and should be profoundly superfluous to do in a truly well-run organization, where selfish, spoiled and uncertain employees (“more or less”) are not too hungry for attention and recognition from “the manager”, to make them feel good and also to look good in the eyes of others, yes, if you have a well-run and self-propelled organization, everyone knows of his or hers tasks and responsibilities, which have been written down in detail and delegated to primary and secondary employees and teams, so that everyone knows exactly who is doing what, which people then do their best to do without having a dictator, who often does not know about the work, dictating people, removing their sense of responsibility, pride and happiness of work, but to always have a system monitoring the quality of your work.

## 5.3 Use an Action Plan to plan your work, make yourself redundant as leader, remove ignorant and superfluous leaders, give the organization full freedom and responsibility to do their own work

Jesper speaks way too much at work, which is what many, but not all, leaders do, some do the opposite, burying themselves inside their offices, being invisible to employees, who feel a need of a leader, which they are told that they have, and while these leaders are away from “true work” as their employees do for them, they lose experience on how to do it themselves, which then makes

them poorer as team leaders, and instead, you will see many leaders acting as better-knowing ignorants, deciding on subjects they don't know (much) about, the employees do, and then you will have leaders like Jesper, who “goes out for a round in the offices” to meet people, have “nice chats” to “motivate” them, which has NOTHING to do with work.

And then you have to do the “boring work” of reporting upwards in the organization to people about your business, who know even less of your work, delivering all numbers, reports, surveys etc. as the head-office or “commission” as here in Helsingør asks you do to, stealing the other half of your time or thereabout, where much is “administration for the case of administration”, “we have always done that” (but of course you need to have effective systems monitoring your business), where the most important tool as you and the organization really needs is an ACTION PLAN (as no one asks you to do in most organizations today) to make sure that you know what to do, who does it and when it is done (as everyone then does their best to do, being responsible towards their team and customers, not letting them down) as you can read in a greater detail from my Falck paper above.

So I am wondering about just how good a leader as you really are, Jesper, have you as example learned from my textbook on how to lift up the organization, having implemented my teachings in practise, or have you done your best to forget about this, seeing it as a “black chapter” in your career as you really could have done without, yes, having a “crazy man” (as everyone in the system in 2011 was told that I was, “but you just cannot see it on him”!) in “work testing” with you, with the opposite roles of me teaching you and all on what good work and leadership is, which is “not nice at all” to experience, Jesper (?), and this is really to have “no leadership at all” in the best case scenario, where the organization (gradually) will receive full freedom and responsibility to do their own work, when they are trained and show that they can and will do it.

This is how it is if you only follow the guidelines included in my Falck paper, and how many leaders have done this, making themselves redundant (?), when you were laughing at me in the beginning as “crazy Stig”, but still, all employees at Falck in Lyngby liked me and had respect for my work, this was the mere truth, with more and more realizing that “Stig means business, this might really work”, yes, of course it will, otherwise I would not use my resources to tell you, and what have you done in the meantime since 2011, Jesper & Co. (?), yes, I can read from the interview with you above, Jesper, that you are still doing exactly the same as when I met you, “talking, talking and talking” to “motivate people”, thus really being an ignorant and superfluous leader, but still you have “a high opinion” on yourself as “leader” as the recruitment agency and municipality then fell for, which is how it is for most people, believing they are more and better than what they truly are, a “wrong self-perception”, which is how people turn out, when they are not told that they are wrong (as I have told you as the only one ever?), which most people don't have the courage to tell, thus making people wrongly believe they are right, when you are WRONG as you are, Jesper.

5.4 The goal of most leaders today is to be well-liked, to show “good results”, being a success, climbing the career ladder, making more money, not really about how well-run the organization is

To the employees, Jesper is indeed a “very nice man”, but needless for most to do their work, he is an unnecessary figurehead on top of the organization as most employees do not know what he is really doing, “what does he use his time for”, which is how it is many organizations, where the top leader talks, talks and talks, being “the visionary”, who loves to take responsibilities for good results, helping to promote his own career, but often renouncing the responsibility for failures, which is then the responsibility of predecessors or the organization, yes, the true goal of many leaders is to be liked by the employees and the ones above them in the system as they refer to, to show good results and to climb another step on the career ladder, making more money, making

them look good, to stiffen their self-confidence, making them look as successes to their families/parents and network, this is the true goal of many leaders today, not how well the organization really works, which is “far too complicated” to get into and “impossible to change”, because how can you do that (?), it is suicide to do, no one will survive that, yes, one has to start doing it, and here it is me showing you the way, do you want to follow me, Jesper & Co., and that is if you can read, understand and admit to yourself being a failure as leader, not a success as everyone wrongly makes you?

Yes, it is all about attitude, to be strong and have the will-power doing what is right to do, not to give in to temptation, being weak and lazy, having a good time, relaxing and talking when working, and yes, what have you REALLY done about the poor work of your organization(s) since 2011, Jesper (?), what has Helsingør Municipality really done about it (?), knowing about my work for Falck back then, yes, nothing as you can read about from the last chapters of this paper, showing you the rotten culture of Helsingør Municipality.

And what does a “professional recruitment” company do about it (?), do they really know about who is a good leader and who is not, when they were so wrong about Jesper as they were, but he is indeed liked by everyone, thus also you, which had decisive impact when choosing him, “he must be very good at motivating people”, and he has also taken part of emergency and leadership training at Falck and maybe even at “estimated institutions” (?), but none of them teaches you on how to improve your basic work and attitude, on how to behave and communicate properly to make sure that your work is done correctly and efficiently, right?

No, this is really not about how well the fire department works, but about “everything else” as the “top manager” is supposed to do, which is mostly to “talk, talk and talk” and to service the organization above him, who also does not know about the true work as they have “coolies” do do for them, when they do nothing themselves but talk, “setting the direction”, having a good time, pretending to “know all”!

#### 5.5 Jesper does not guide employees about work, team leaders do, who are too busy to do their work satisfactory, a true team leader is “the best” at the work, training people on how to do it

I did not see Jesper as a true leader at Falck in Lyngby, professionally guiding employees, who needed it (maybe he was leading fire drills as I did not attend, showing as “the manager” there?), no, he was either at his office, speaking on the phone, or doing “reports” to the head-office (my guess, which is what I did myself as leader of GE Insurance in Denmark from 2000-02), or walking round offices of the organization, speaking with everyone, or meeting Falck leaders and leaders of the local municipality “out on town”, “having a good time” with them, probably also quite often including food and drinks, which is also NOT what an employer is supposed to pay for in my book, eating and drinking is private consumption that has nothing to do with work!

Instead, Jesper, had four middle managers working as team leaders (one at a time), having daily meetings with employees, directing work and people, but they were really NOT qualified doing their work, NOT thinking and NOT working their best, but being “too confused”, having too many things to do at the same time with the result being that nothing was done as accurate as it should, and they also showed wrong attitude, working as “lousy amateurs”, sometimes so incredible poorly (see examples in my Falck paper) that I could only shake my head in disbelief, the attitude there, as most places, was about “getting the job over with”, “moving on to the next task”, “doing it as quickly as possible” so that we can talk and relax, ending today's work.

If you do need a TRUE team leader, it is the person, who knows the work the best, to train people

to do it, so that they can do it independently, this is probably not Jesper or the middle managers in many cases, having forgotten about how they used to do the work themselves, when they were “ordinary coolies”, working with daily tasks, and yes, when people know about their work and do it with the degree of care and responsibility as it requires, they don't need a dictator to decide over them and destroy their job satisfaction, but they are required to have knowledge of how to work together and communicate with their own and other teams, when it is right and natural to do.

5.6 It is a paradox that Helsingør Municipality decided to hire Jesper as fire emergency manager, believing he is “the best”, when I have shown you in my Falck paper that he is not, a true disgrace!

Jesper was hired by Helsingør Municipality as “the best” of “20 highly qualified applicants”, he is outgoing and friendly, everyone likes Jesper, he is “a good friend”, which is easy to see, and he probably has the required professional knowledge and training on paper, so he is “a perfect leader”, everyone agrees, but as you can read from my Falck paper and this paper too, he did a terrible job as leader of Falck in Lyngby in 2011, which is based on just how poorly the fire station worked on a daily basis with uninspired, lazy and careless employees (“more or less”), which no one has taken into account when hiring Jesper as leader in Helsingør, because “no one could see this”, but all that it required was for you to read and understand my paper, which should be easy for everyone to do, right, so why did you not, or did you just try to “forget about it, people will not discover it”?

It is truly a paradox and a catastrophe that Helsingør Municipality decided to hire you, Jesper, believing you are “the best”, when I have shown you “the real world” on how to improve your organization via my Falck paper. Can you see just how poorly the system of leaders, who know nothing, but believe they know all, works, acting as “better-knowing ignorants”, who can be spared, when you will decide on implementing self-governing organizations and people, who are in charge of their own lives and work, but knows about how to work together and communicate efficiently with others to make their best work in co-operation, the same way as chef's work together in a big kitchen to make the best dinner for their guests.

This is a total disgrace of leaders and professionals of today, who believe they know and can all, but often do not know what it really takes to improve a business, to lift the basic level of organizations, employees and their work, where you have to start from scratch to improve every little thing, where everything starts and ends with the RIGHT ATTITUDE, BEHAVIOUR AND COMMUNICATION OF ALL EMPLOYEES, deciding on showing their best selves, doing their best work in order to being able to take on the responsibility of running a fire station as here, and to do it freely, without having “dictators”, who do not really know about the work, ordering them on what to do, which is how it is all over the world.

5.7 Leaders are too scared to teach organizations on how to improve their attitude and work, fearing the reaction and their own positions, thus doing nothing, which goes to the top of society

Most often, leaders of today are too lazy and scared about working with the attitude, moral and quality, behaviour and communication of employees (and themselves!), teaching them on how to lift themselves up to a much higher level, which they often also do not know about how is done, as Gordon Ramsey for example does with reluctant and disgusting kitchens and chef's in his “[Kitchen Nightmares](#)”, who believe they are the best, but really terrorise their employees and customers, doing poor or even disgusting work and food, until Gordon, after much resistance of these chef's showing their better-knowing ignorance to start with, realize that they were VERY WRONG and need to listen and understand that there is a way out of their poor/disgusting work and habits if only they show the right attitude, decide to learn, to change, to improve, to work in a new and



much better way, improving the quality of both their work, behaviour and communication, so that they will be able to deliver fine meals to customers and to work well together with their colleagues, making all happy instead of sad.

You can also watch the Danish version of this series [“Med kniven for struben” from the local Skotterup Inn in 2007](#), who also did incredible poorly, showing appallingly wrong attitude and behaviour based on better-knowing ignorance, “false pride” and “deafness”, being unwilling to accept themselves as failures, unwilling to change, which is how it is all over of ignorant people, working too poorly, with too low quality (“more or less”), also at Falck in Lyngby and Helsingør Municipality, yes, we don't need to have “Restaurant Noma” quality everywhere, a fine Parisian Bistro or similar, serving wonderful food at reasonable prices, will also do very well :-).

Telling people on how to improve their work, behaviour and communication is a “no go” for almost all leaders, fearing that they they may “offend” employees, risking their own position as managers, and this goes all the way to the top of the society, where even the government and Prime Minister here prefer to praise the population rather than telling it that it needs to improve, as I do (the only one on top, who shows courage to teach people here to improve on behaviour is the Danish Queen Margrethe, which brings her respect), and instead of starting initiatives all over the community to lift up all people and the entire labour market, all businesses and employees (via training at school and work), they do nothing, allowing the culture to further deteriorate, and instead, [Denmark has now removed one holiday to finance increased defence expenses](#), which is VERY WRONG, this does (almost) not bring anything, but if you improve the attitude and work quality of all, it will bring you “double as much” or even more, so why don't you just do it, do what is RIGHT to do, not wrong, what is keeping you (?), yes, we are surrounded by better-knowing ignorants and WIMPS everywhere, on all levels, also on the very top of the society!

5.8 Leaders spoil employees, having difficulties telling the truth straight out, bringing wrong self-perception and attitude of selfish people, you MUST improve to sustain life self, do as I do!

Instead, they do all they can to please their employees, praising them, giving them fringe benefits, the more, the better, spoiling spoiled employees even more, having difficulties being honest about “development areas”, or just to understand them themselves, which makes selfish people wrongly believe that “I work fine, everyone else can improve, but I do fine myself”, giving people a wrong self-perception, which is exactly the same as the X Factor phenomenon, where lazy people with a wrong attitude believe that “I sing very well, so I am told”, where everyone can see and listen that they do not at all (“more or less”), which no one has had the courage to tell them, and this is exactly the same as you see here, where leaders and employees are too lazy or ignorant to lift up the quality of their work, behaviour and communication, “there is nothing wrong with me”, which requires lifelong teachings at school and work to do, on how to be a human, showing and doing your best work and behaviour, to make other people and yourself happy, in order to build and live in a sustainable world, to maintain life self, which is essentially what this is about.

You only have to do as I have taught myself to do as a “good habit”, which is to work with my best quality and efficiency, my Falck paper shows you how to do it, and this new paper also demonstrates it in practise – how many are able to do a paper like this is a short period of time, which is “almost none” today (?) - but you have been too lazy and deaf to listen and understand, to implement it, which is because you did not have faith in me and believed that I was “harassing” you instead of helping you? Well, I only tell you the truth straight out as it is, for you to learn from, to lift your level of work and life self, to make everyone happy. You might ask yourselves, why does it take someone like me to tell you what all can see is necessary to do, why did you not do it yourselves, all can easily see the need of it?

## 6. MY PAPERS FROM 2009 ABOUT “DEVELOPMENT OF THE BEST LABOUR MARKET IN THE WORLD” AND MY WEBSITE ON “IMPROVE YOUR BEHAVIOUR AND WORK – TO IMPROVE LIFE”!

You can also read my two papers from 2009 about “Development of the best labour market in the world” as supplementary information and inspiration for your work in Helsingør (and everywhere else) to improve your work. I have only included high level headlines of these here.

### I: DEVELOPMENT OF THE BEST, MOST EFFICIENT AND HUMANE WORK MARKET IN THE WORLD

1. People always prefer freedom under responsibility
2. My personal experiences with the "employment policy"
3. Many "job placement systems" and none work perfectly
4. The world's best, most simple and effective job placement system

<https://www.scribd.com/doc/62630444/Development-of-the-best-labour-market-in-the-world>

### II: THE BEST QUALIFICATION- AND JOB PROFILES, COUNSELLING AND EMPLOYMENT SERVICE

1. Assessment of strategies of the employment plan
2. My experience as cash benefit recipient in Hørsholm and Lyngby-Taarbæk
3. A new way to competence and job profiles, counselling and employment service

<https://www.scribd.com/doc/62631424/Development-of-the-best-labour-market-in-the-world-part-II>


### MY WEBSITE: IMPROVE YOUR BEHAVIOUR AND WORK – TO IMPROVE LIFE!

You can read more about my thoughts about work, behaviour and communication of today from my website below, where I ask all to “improve your behaviour and work – to improve life”.

Short extract: “A majority of people today (mostly in the rich world) – to a lesser or higher degree – do not listen/understand, are spoiled, selfish, lazy, ignorant/know-all, unreasonable, give up easily, cannot control their temper and negative feelings, complain, lie, are disloyal and greedy, and show a poor behaviour, which they would not accept receiving from others, and people do not realize this because this is how most people are today.”

Scripts of Stig Dragholm

Welcome to our New World :-)



Home BehaviourWork Creation Doomsday Links Media/Politicians My Sufferings New World Order Normal Life Scripts Signs

Behaviour and Work

Summary: Improve your behaviour and work

In short: Improve your behaviour and work – to improve your life!, improve your sexual behaviour and decency NOW!, stop "bad behaviour", hand over weapons and reduce your consumption of media, Basic Work Recommendations – to bring you joy and a good living and I ask the Business World to act responsibly and to stop all indecency.

[Improve your behaviour and work – to improve life!](#)

- This page used to include basic rules to secure eternal life of our New World, but since October 2012, these "rules" and this page have been changed to "recommendations" since everyone will receive a perfect, clean heart as their new selves without the need of basic rules.

Stig Dragholm  
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DK-3000 Helsingør  
Denmark

Born on: May 3, 1966  
Marital status: Single, no children

<https://stigdragholm.wordpress.com/behaviour-work/>




## 7. BENEDIKTE KIÆR, MAYOR: RASMUS BJERREGAARD WILL START AS NEW MUNICIPAL DIRECTOR IN HELSINGØR. STIG: MAYBE HE CAN LIFT YOU UP TO THINK AND WORK WITH HIGH QUALITY?

BENEDIKTE KIÆR: RASMUS BJERREGAARD WILL START IN HELSINGØR MUNICIPALITY AS NEW MUNICIPAL DIRECTOR. STIG: MAYBE HE CAN LIFT YOU TO THINK/WORK WITH HIGH QUALITY?

On January 31, 2023, Helsingør Municipality published the appointment of Rasmus Bjerregaard as new CEO/director of Helsingør Municipality from March 1, which made Benedikte write, among other things, on LinkedIn below:

- I am happy to say that on Monday evening the City Council decided that Rasmus Bjerregaard is Helsingør Municipality's new municipal director. Rasmus Bjerregaard has a deep insight into the municipal sector – both as a manager but also from his time at the Parliament. We in Helsingør Municipality can look forward to the fact that, from March 1, we will have a municipal director with extensive and versatile knowledge of the municipal sector and the Danish welfare society.
- My comment to Benedikte: Maybe he can help you to always think and work with quality? I wrote the following to Rasmus: Welcome to Helsingør, Rasmus. Maybe you can help lifting the municipality (both politicians and civil servants) to always think carefully, to work with high quality and to really know what they are talking about and doing, so that we will get rid of more bad cases, which there have been too many of. Read here if you need inspiration. The challenge is the same, it is basically about "attitude" and always doing your best work :-). <https://www.scribd.com/doc/61700490/L%C3%B8ft-Falck-til-Noma-kvalitet>



**Benedikte Kiær** • 1st  
Borgmester i Helsingør Kommune  
2mo • 🌐


NY KOMMUNALDIREKTØR I HELSINGØR KOMMUNE

Jeg er glad for at kunne fortælle, at mandag aften besluttede Byrådet, at [Rasmus Bjerregaard](#) er Helsingør Kommunes nye kommunaldirektør.

Ansættelsesudvalget har haft en god og grundig proces, hvor vi satte barren højt. [Helsingør Kommune](#) er i en spændende udvikling, hvor det er vigtigt, at vi alle er med og at vi kan håndtere den økonomiske smalhals, som regeringen har udmeldt. Med Rasmus har vi fået en kommunaldirektør, der samler os, kan udfordre os og ved hvordan vi sammen kan sikre udvikling og stabil økonomi.

Rasmus Bjerregaard har en dyb indsigt i den kommunale sektor – både som leder men også fra sin tid på Slotsholmen. Siden 2016 har Rasmus været kommunaldirektør i Holbæk Kommune, og inden var han kommunaldirektør i Furesø Kommune i godt fire år. Derudover har Rasmus arbejdet i Hillerød og Københavns Kommune, været chef for velfærdspolitisk sekretariat i Indenrigs- og Sundhedsministeriet og arbejdet som fuldmægtig og specialkonsulent i Finansministeriet. Så vi kan i Helsingør Kommune se frem til, at vi fra den 1. marts får en kommunaldirektør med en stor og alsidig viden om den kommunale sektor og det danske velfærdssamfund.

Rasmus bor i Helsingør Kommune, og har derfor et godt kendskab til kommunens styrker og udfordringer. Rasmus skal løfte en tung arv fra [Stine Johansen](#) – og det kan han. Stort velkommen til Rasmus - jeg glæder mig meget til samarbejdet.



**Stig Dragholm** • You  
Writer and consultant  
2mo • ...


Måske han kan hjælpe jer med altid at tænke jer om og arbejde med kvalitet? Jeg skrev følgende til Rasmus:

"Velkommen til Helsingør, Rasmus.

Måske du kan hjælpe med at løfte kommunen (både politikere og embedsmænd) til altid at tænke sig grundigt om, at arbejde med høj kvalitet og virkelig at vide, hvad de taler om og gør, så vi slipper for flere dårlige sager, som der har været for mange af.

Læs her, hvis du har brug for inspiration. Udfordringen er den samme, det handler i bund og grund om "indstilling" og altid at gøre sit bedste arbejde :-).

<https://www.scribd.com/doc/61700490/L%C3%B8ft-Falck-til-Noma-kvalitet>



[See translation](#)

Like | Reply

<https://www.linkedin.com/feed/update/urn:li:activity:7026119078842880000?commentUrn=urn%3A%28activity%3A7026119078842880000%2C7026854570584633344%29>

## RASMUS BJERREGAARD: I WILL START IN HELSINGØR MUNICIPALITY AS NEW MUNICIPAL DIRECTOR. STIG: MAYBE YOU CAN LIFT THE MUNICIPALITY TO THINK/WORK WITH HIGH QUALITY?

Rasmus Bjerregaard, former director of Holbæk Municipality, now in Helsingør, wrote on LinkedIn:

- Job change. Then it is my turn. I have got a new job and will start in Helsingør Municipality on March 1 as the new municipal director. I am really looking forward to having to make my contribution to making my home municipality an even better place to live, stay, work or study in, in cooperation with all good forces in and around Helsingør. It is something!
- My comment: Welcome to Helsingør, Rasmus. Maybe you can help lifting the municipality (both politicians and civil servants) to always think carefully, to work with high quality and to really know what they are talking about and doing, so that we will get rid of more bad cases, which there have been too many of. Read here if you need inspiration. The challenge is the same, it is basically about "attitude" and always doing your best work :-).  
<https://www.scribd.com/doc/61700490/L%C3%B8ft-Falck-til-Noma-kvalitet>

The screenshot shows a LinkedIn post by Rasmus Bjerregaard, 2nd degree connection, titled 'Kommunaldirektør i Helsingør kommune'. The post is from 2 months ago and has 247 comments. The text of the post is as follows:

Jobskifte. Så er det min tur.

Jeg har fået nyt job og skal starte i Helsingør Kommune den 1. marts som ny kommunaldirektør. Jeg glæder mig helt vildt til at skulle yde mit bidrag til at gøre min hjemkommune til et endnu bedre sted at leve, bo, arbejde eller uddanne sig i et samarbejde med alle gode kræfter i og omkring Helsingør. Det kan noget!

MEN – og det er et stort MEN. Samtidig skal jeg også sige farvel til Holbæk Kommune og en del af Sjælland, som ganske enkelt er krøbet ind under huden på mig big time. Fantastisk natur, uanede udviklingsmuligheder, maaaange bysamfund med lokale ildsjæle, en hjerteskerende godt samarbejdende Kommunalbestyrelse, innovativ og sej organisation og ikke mindst en fremragende borgmester.

Så for dig, der lurer på at blive den næste kommunaldirektør i Holbæk Kommune gør som Nike: Just do it – du vil ikke fortryde. Du er altid velkommen til at kontakte mig for en fortrolig snak

Benedikte Kiær and 607 others

247 comments

The comment is by Stig Dragholm, a writer and consultant, from 2 months ago. It says:

Velkommen til Helsingør, Rasmus.

Måske du kan hjælpe med at løfte kommunen (både politikere og embedsmænd) til altid at tænke sig grundigt om, at arbejde med høj kvalitet og virkelig at vide, hvad de taler om og gør, så vi slipper for flere dårlige sager, som der har været for mange af.

Læs her, hvis du har brug for inspiration. Udfordringen er den samme, det handler i bund og grund om "indstilling" og altid at gøre sit bedste arbejde :-).

<https://www.scribd.com/doc/61700490/L%C3%B8ft-Falck-til-Noma-kvalitet>

The comment also includes a screenshot of a newspaper article from Helsingør Dagblad, dated 27 January 2023, with the headline 'Vi har brug for mere gennemsigtighed på rådhuset'.

<https://www.linkedin.com/feed/update/urn:li:activity:7026119407735054336?commentUrn=urn%3A%28activity%3A7026119407735054336%2C7026851057242660864%29>

Benedikte “could not” like my comment as usual, which she has always shown over the years as part of the game of the elite ignoring me, working with their secret agenda to bring me down. Rasmus was kind when liking practically all comments he received, except mine (!), and he also replied to many, but he was silent as the grave in relation to me, and he also “could not” accept my invitation to become Facebook friends, and why is that, Rasmus, are you infected with the same “disease” as all of the elite are in relation to me?

Do you know how to lift up lazy and better-knowing employees of the municipality to do their best work, how did Holbæk work, as poorly as Helsingør (?), and what did you do about it (?), don't you agree that this is your most important task of all to do, and when you have done this, to make yourself redundant, you are not needed anymore? You may agree that I am better suited to do this work than you, but still you are “the success story”, where I am both “crazy” and a criminal, is this what your hidden papers say about me that you have to develop me as?

Still you make 10 times my income or so, giving you a luxurious life compared to mine, do you find this right and reasonable, no, it is VERY WRONG, right?

Do you think that you can control a mayor, who cannot control her negative feelings and sometimes show her hysteric behaviour and tendencies as a dictator, have you decided to try to control her or to let yourself be controlled (?), yes, this is what it is all about for you today, POWER, MONEY AND STATUS, right? And how do you feel like having the mayor and City Council deciding on your work (of Helsingør Municipality), making you look like "the little boy" that must obey blindly?

## Skal være chef for over 5.000 medarbejdere: Den nye kommunaldirektør bor i Helsingør



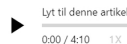
Rasmus Bjerregaard er 53 år, bor i Helsingør, er gift og har to voksne børn. Han er vild med kanoture og engelsk fodbold. Privatfoto

Den 1. marts begynder 53-årige Rasmus Bjerregaard i det tunge job. I dag er han kommunaldirektør i Holbæk Kommune.

31 jan. 2023 kl. 10:10



Jesper Munch Nielsen jmn@jfm.dk



HELSINGØR: Jobbet som kommunaldirektør i Helsingør Kommune er givetvis den tungeste stilling, man kan blive afsat i lokalt - øverste administrative leder for en vidt forgrenet organisation med over 5.000 ansatte i et hav af forskellige jobs og ansvarlig for et budget på over fire milliarder kroner. Nu er der sat navn på Helsingørs nye af slagsen.

Rasmus Bjerregaard hedder manden, som skal tage over efter Stine Johansen. Og 53-årige Bjerregaard har allerede et nært kendskab til den nye arbejdsplads og de mange opgaver, for han bor allerede selv inden for kommunegrænsen - fra 2000 i Tikøb og siden 2005 i Helsingørs indre by.

### Mest læste

#### ERHVERV

Kendt Helsingør-forretning lukker og slukker efter mange udfordringer: - Vi ser ingen anden udvej +

#### NAVNE

Katrine troede, at faren var ensom, når han om aftenen tog ned til Trykkerdammen. Men det var ikke derfor: - Han var verdens sejeste far

#### ERHVERV

Ditte sagde op som skolelærer efter 19 år: Nu udlever hun drømmen og åbner sin helt egen klinik

#### HELSINGØR

Politikere raser over nye forringelser på dårlig og dyr Kystbane: - Det skrider til himlen

#### ERHVERV

Håndboldpar overtager kendt Helsingør-forretning og holder åbent i 13 timer hver dag +

#### HELSINGØR

Kunder og ansatte tilbudt krisehjælp efter Netto-røveri: Da butiksdetektiven vendte tilbage, var det med blod i ansigtet +

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"Will be manager for more than 5,000 employees: The new municipal director lives in Helsingør"

<https://helsingordagblad.dk/helsingoer/skal-vaere-chef-for-over-5-000-medarbejdere-den-nye-kommunaldirektoer-bor-i-helsingoer>

## 8. HELSINGØR MUNICIPALITY HAS LOST HUNDREDS OF MILLIONS DKK BECAUSE OF MESS WITH CONTRACTUAL AGREEMENTS, POOR WORK, ADVISE AND CONTROL, THE MAYOR DOES NOTHING

Jan Ryberg is a café and show owner in Helsingør, former member of the City Council, who wrote the Facebook post below on February 21, 2023, about poor public administration in Helsingør.

- Jan: Scary how badly the public system administers in this country. The worst is that they don't learn from their many mistakes. Unfortunately, Helsingør Municipality is a scary, frighteningly good example of the so-called shit cases as we have a long list of, but have learned nothing from. It is still the same civil servant who makes one gigantic piece of crap after another.
- Benedikte's comment: It is unseemly to hang civil servants out in this way - and precisely by doing it in this way, you create maximum insecurity and demotivation in the municipality's administration. Because now it can be anyone. Just as it is also not alright to mention officials by name in such criticism. I think you should delete the reference to the officials in your municipality and then keep the matter to the construction of the super hospitals, which is due to a deliberate decision by the government.

- Among other things, Jan replied: You (as mayor) have the power to do something about it. It is completely unreasonable that a person employed in the administration can cause losses for the municipality in the hundreds of millions of DKK on several occasions without having any consequences whatsoever. It is completely unreasonable that the person in question can hide behind personal friendships in the political system.

(Stig: Stine Johansen, municipal director, was top responsible for "Centre for Economy and Property" from 2015-22, having the top responsibility of building projects losing millions of DKK, she is also "good friends" with Benedikte).

- Among other things, Benedikte replied: What if it is only wild claims? Statements without hold in reality? Among other things, Jan replied: This is the grossest manipulation, rewriting of the truth I have heard in a long time.
- They discuss if the municipality had to pay compensation of 20 or 100 million DKK for cancelling the first building project of the new city school, where it was "only" 20 million DKK that was lost because of "poor project work", but this is only one of many shit-cases, and it also shows that you have to speak the truth and know what you speak of!

**Jan Ryberg**  
4 d · 🌐

Skræmmende så dårligt der bliver administreret i det offentlige system i dette land. Det værste er at man ikke lærer af de mange fejl. Helsingør kommune er desværre et skræmmende godt eksempel på de såkaldte lorte sager som vi har en lang række af, men intet har lært af. Det er stadig den samme embedsmand der laver den ene gigantiske lorte sag efter den anden.



98 40 comments 11 shares

**Benedikte Kiær**  
Kære Jan,  
Det er ufint at hænge embedsmænd ud på den måde - og netop ved at gøre det på denne måde, så skaber du maksimal utryghed og demotivering i kommunens administration. For nu kan det være hvem som helst. Ligesom det heller ikke er i orden at nævne embedsmænd ved navn i en sådan kritik. Jeg synes du skulle slette henvisningen til embedsmændene i din kommune og så holde sagen til opførelse af supersygehuse som skyldes en beviset beslutning fra en regering

Like Reply 3 d Edited  
"Most relevant" is selected, so some replies may have been filtered out.

**Jan Ryberg**  
Benedikte Kiær kære Benedikte, tak fordi du svarer på mit opslag, det er jeg rigtig glad for, tusind tak. Nu hænger jeg ingen bestemt navngivet embedsperson ud, men alle som skal vide hvem det er ved det, og her er du jo den vigtigste, du har magten til at gøre noget ved det. Det er fuldstændig urimeligt at en person ansat i forvaltningen kan påføre tab for Kommunen i hundrede millioner kroner klassen af flere omgange uden at det får nogen som helst konsekvenser. Det er helt urimeligt at vedkommende kan gemme sig bag personlige venskaber i det politiske system. Da jeg læste at i har vedtaget den nye svømmehal løb det mig koldt ned af ryggen ved tanken om, at samme embedsperson skal stå i spidsen for dette byggeri også. Det vil med usigelig sikkerhed betyde endnu en byggekatastrofe eller såkaldt lorte sag for Helsingør kommune og de sagesløse skatteydere.

Like Reply 10 h

**Stig Dragholm**  
Ja, Helsingør Kommune er virkelig ramt af skandaler og tab i millionklassen på grund af dårligt arbejde ("travlhed"/overfladiskhed) og "mangelnde rettidig omhu". Og ja, det er ALTID rigtigt at være åben og ærlig, at fortælle sandheden, gerne med navne på, men det er ligeså vigtigt, at man ved, at det er sandheden, at man fortæller, at man VIRKELIG VED, hvad man taler om, som mange ikke rigtig gør, men blot tror, at de gør, så man ikke løber med en halv vind.

Jeg skrev fornylig følgende til den nye kommunaldirektør Rasmus Bjerregaard og også til Benedikte på LinkedIn, som de begge forbigik i tavshed:

"Velkommen til Helsingør, Rasmus.

Måske du kan hjælpe med at løfte kommunen (både politikere og embedsmænd) til altid at tænke sig grundigt om, at arbejde med høj kvalitet og virkelig at vide, hvad de taler om og gør, så vi slipper for flere dårlige sager, som der har været for mange af.

Læs her, hvis du har brug for inspiration. Udfordringen er den samme, det handler i bund og grund om "indstilling" og altid at gøre sit bedste arbejde 🙌

<https://www.scribd.com/.../L%C3%B8ft-Falck-til-Noma-kvalitet>

[https://www.facebook.com/jan.ryberg/posts/pfbid0KFbiKccobMsymUuA9eJsqrZTXeRzFQ88J53CfbvH2NHV3Dzax59okt\\_uKssBFLWD3j](https://www.facebook.com/jan.ryberg/posts/pfbid0KFbiKccobMsymUuA9eJsqrZTXeRzFQ88J53CfbvH2NHV3Dzax59okt_uKssBFLWD3j)




- My comment in the post: Yes, Helsingør Municipality is really affected by scandals and losses in the millions due to poor work ("busyness"/superficiality) and "lack of timely care". It is ALWAYS right to be open and honest, to tell the truth, it is acceptable with names on it, but it is equally important that you know that it is the truth you tell and you REALLY KNOW what you are talking about, which many people don't really do, but simply think they do, so that you don't jump to conclusions. I recently wrote the following to the new municipal director Rasmus Bjerregaard and also to Benedikte on LinkedIn, which they both passed in silence: (See my comment to them above in chapter 7).
- I attached the following leading article from Helsingør Daily Paper of January 27, 2023, to my comment above, which among other things says:
  - Headline: We need more transparency at the City Hall. We have had more trouble-cases that have drawn more national attention to the area than usual.
  - My summary: Right now, we have a case with the stadium, which looks woollen no mater where you look. It looks as if it is mess with contractual agreements that cause the politicians to use 19 million DKK on buying a luxury lounge on Helsingør Stadium. This chaos report comes right after a whistle-blower case that also caused concern and mess at City Hall. Besides from this, there has – free from memory – been Kulpladsen ("the Coal Square", another construction work), and before this, other problems with procedures and constructions, where the municipality over again have had their district plans not approved because they have used incompetent advisers or because the municipal control of the work of advisers has not been good enough. Helsingør Municipality has had far to many shit-cases, it is now time to learn from them.



<https://helsingordagblad.dk/debat/helsingoer-dagblad-mener-vi-har-brug-for-mere-gennemsigtighed-paa-raadhuset>

Stine resigned as municipal director, promoted at the Local Government, doing “fine results”, acclaimed as an inspirational leader and role model, but she did NOT change “rotten culture”

Hundreds of people then praised her “very fine work” in Helsingør, except me, I just asked her “no co-operation with me” (?), which was because she, with Helsingør Municipality, was put in this world to break me down, also following orders of my sister’s husband, Hans, right, Stine?



Stine Johansen

(Hun/hende) • Following

Kommunaldirektør i Helsingør Kommune  
1mo • 🌐

JOB NYT  
Jeg har det kæmpe privilegium at være betroet stillingen som Kommunaldirektør i **Helsingør Kommune**. Efter 8 år i Helsingør Kommune er tiden nu kommet til, at jeg vil bidrage på nye måder til vores kommunestyre og demokrati i Danmark.

Fra at drive og udvikle én kommune bliver mit næste job at interessevaretagelse/ forhandle på vegne af 98 kommuner over for Stat, Folketing og Regering inden for bl.a. energi, klima- og miljøområderne. Det er områder, der er af afgørende betydning for Danmark og for alle danskere. Jeg starter som direktør i KL pr. 1. oktober 2022.  
Det er en stor beslutning for mig at skifte job. For det indebærer et arbejdslivsarvel til mennesker jeg holder af, har stået last og brast sammen med i mange år, jublet, grinet og delt de møjsvære tider sammen med.

Hvor har det været en glæde at være en del af holdet i Helsingør Kommune. Jeg er fuld af taknemmelighed over samarbejdet med Byrådet og borgmester Benedikte Kiær og alle, jeg har arbejdet sammen med – og - vi har i fælleskab opnået fine resultater for Helsingør Kommune.

Vi lykkedes med at opnå målene i Vision 2020 og vi har sat nye konkrete, betydningsfulde og ambitiøse mål for vision 2030.

Medarbejdertrivsel er tårnhøj. 94% af medarbejderne i Helsingør Kommune har i 2022 svaret, at de har en meget høj, høj og god jobtilfredshed.


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Vi har massivt opført borgernær og innovativt anlæg, som sundhedshus, skole/musikskole, plejehjem, idrætsanlæg/ idrætsby med mere. Sammen med de dygtigste medarbejdere, har jeg haft den kæmpe glæde, at stå i spidsen for Byrådets ambitiøse udvikling og opførelse af Helsingør Sundhedshus - fra vision til realitet. Det er et innovativt og nytænkende sundhedshus, hvor kommune, region og private aktører samles om borgerne. Så meningsfuldt, at Regeringen må være blevet voldsomt inspireret, for det er nøjagtigt Helsingør Sundhedshus-modellen der blev beskrevet i deres udsal om "Nærhospitaler." Godt at vi kan inspirere vores omgivelser.

Helsingør Kommune i positiv vækst. Der sker så meget spændende i Helsingør Kommune og mennesker har lige her den fineste ramme om deres liv. Vi er blevet kendt for vores enestående kulturoplevelser, sportsbegivenheder, hyggelig handel, vores unikke historie og let adgang til hav og smuk natur fra alle steder i kommunen. Her er så skønt – og det har flere og flere fået øjnene op for. I 2020 oplevede vi en historisk stor tilflytning, hvor bl.a. 1048 personer fra København flyttede til Helsingør Kommune.

Helsingør Kommune er noget helt særligt og alle der kender mig ved, at jeg for altid vil være knyttet til vores smukke hjørne af Nordsjælland.

Nu vil jeg bruge den sidste tid på budget 23 og give det al den omsorgsomhed, som et svært budato kræver.




Stig Dragholm

• You

Writer and consultant  
Tillykke Stine, men ikke noget samarbejde med mig??? Vh Stig  
[See translation](#)

Like | Reply




John Schmidt Andersen

• 2nd

Tidligere Borgmester i Frederiksund kommune  
Start tillykke til dig Stine med den nye flotte titel 🙌  
👉 og selvfølgelig skal man flytte sig her i livet. Du har gjort et utråtteligt og stort stykke arbejde i Helsingør, nu er der 98 kommuner der får glæde af dig. Gode tanker i din retning 👍  
[See translation](#)


Like | 🗨️ 2 | Reply · 1 Reply



Stine Johansen

(Hun/hende) • Author

Kommunaldirektør i Helsingør Kommune  
Tak John  
  
Like | 🗨️ 1 | Reply



Margrethe Kusk Pedersen

• 2nd

Ældre og Handicapchef, Odense Kommune  
Tillykke Stine 🙌. Der kommer til at lide latter, klavermusik( hvis de har et stående), nærværende samtaler og kloge overvejelser i det store hus på Weidekampsgade 🇩🇪 🇳🇴 🇸🇪. De er virkelig godt hjulpet med dig 🙌🙌  
[See translation](#)

Like | 🗨️ 3 | Reply · 1 Reply


Her interview with Helsingør Daily Paper: “The municipal director believes that Elsinore is in a good place and is heading in a direction that feels right”, yes, “a true success”, everyone believes, not **talking loud and clear** about all “shit-cases” that you have been responsible for on top.

Jul/v 11. 2023

There is also “a fine portrait” of her here in the newspaper Politiken, showing her as this “big success”, which also makes people praise her for being a role-model etc., but not me!

[https://www.linkedin.com/posts/stinejohansenkl\\_politikken-har-skrevet-dette-lille-portr%C3%A6t-activity-6978310401172086784-1QZa](https://www.linkedin.com/posts/stinejohansenkl_politikken-har-skrevet-dette-lille-portr%C3%A6t-activity-6978310401172086784-1QZa)

Benedikte Kiær and all of the city and country thanked Stine as you can see in comments to the posts above, “Stine has done fantastic work, being a role model” etc., and it made Benedikte say that “she has been a fantastic inspirational leader and a role model for how to act as a top official. She, if anyone, stands for orderliness and has a human outlook and a trust in people, thus her organization, which promotes innovative thinking and a desire to come to work every day”, yes, there is nothing as good as praising the people you surround yourself with, your “good friend”, which then makes them praise you in return, which is how it works, but still, the municipality sails in “deep shit” with all of the recurrent shit-cases that never seems to stop, see chapter 10, which is just “part of the game”, and still, you do believe that you do a “fantastic job” as an “inspirational leader”, well, without improving the work moral and quality, behaviour and communication of the employees, which is then what truly makes you a failure in my book, do you get it?

<p> <b>Benedikte Kiær</b> • 1st Borgmester i Helsingør Kommune 8mo • 🌐</p> <p>Mandag fortalte vores kommunaldirektør <a href="#">Stine Johansen</a> mig, at hun har fået nyt job som direktør i Kommunernes Landsforening. Et stort tillykke til Stine! Kommunernes Landsforening samler de 98 kommunernes interesse og kæmper vores sag over for regering og Folketing – og fremover skal Stine blandt andet kæmpe på kommunernes vegne på de grønne områder, klima og energi. Ekstremt vigtige områder, hvor Stine har masser af viden og erfaring med i bagagen fra <a href="#">Helsingør Kommune</a>.</p> <p>Jeg kan godt forstå, at Kommunernes Landsforening har taget fat på Stine. Og jeg er stolt over, at vi har leveret en direktør til KL. Men det er ingen hemmelighed, at jeg også er ked af det. Stine har været kommunaldirektør hos os i 8 år. Hun har været en fantastisk inspirerende leder og et forbillede for, hvordan man agerer som topembedsmand. Hun om nogen står for ordentlighed og har et menneskesyn og en tillid til mennesker og dermed sin organisation, der fremmer nytænkning og lyst til at møde på arbejde hver dag.</p>	<p>... •</p> <p>Udover at være en god leder for medarbejderne, har hendes dør altid være åben for borgere og erhvervslivet i kommunen. Og selvom Stine har lagt en ære i at servicere hele byrådet, så er det sådan, i den praktiske hverdag, at en borgmester og en kommunaldirektør uundgåeligt arbejder endnu tættere sammen og dermed kommer til at lære hinanden at kende godt. Jeg sætter kæmpe stor pris på Stine som menneske ligesom det har været en sand fornøjelse at samarbejde med Stine gennem alle 8 år.</p> <p>Jeg vil ønske Stine alt godt i det nye direktørjob hos KL. En trøst kan måske være, at vi nu har en stærk Helsingør-repræsentant i direktionen hos KL. For som sagt taler KL kommunernes sag i forhandlingerne med staten og her kommer Stine med en ballast og en viden, der er brug for. Jeg er sikker på, at Stines stærke fornemmelse for kommunernes opgaver og vigtige rolle i vores fælles samfund vil komme både KL og alle danske kommuner til gavn de kommende år.</p> <p>Nu skal vi finde en ny kommunaldirektør – og det arbejde er allerede gået i gang.</p>
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[https://www.linkedin.com/posts/benediktekiærhelsingør\\_mandag-fortalte-vores-kommunaldirekt%C3%B8r-stine-activity-6970362234568904706-QetV](https://www.linkedin.com/posts/benediktekiærhelsingør_mandag-fortalte-vores-kommunaldirekt%C3%B8r-stine-activity-6970362234568904706-QetV)

Yes, Stine is “such a great leader” in the minds of many people that she was recommended as “leader of the year”, because “she shines the most and breaks new ground to inspire others”, and she says herself that “in the past, municipal directors might have been a bit grey, I am not, which is being noticed, so I am probably a representative of a change within municipal top management”, and she continues to say that “I hope that I deliver a leadership that is full of commitment, presence and openness, and hopefully my behaviour is contagious, so that the style that is presented spreads throughout the organization”, which is then how your nature as an outgoing person is making you a “fine leader”, which is because people like you, the same way as with Jesper, “the big fireman”, but nothing about working your best and cleaning up “rotten culture”?


<https://dit-helsingør.dk/stine-johansen-nomineret-aarets-leder/>

Everyone praised Stine on her “big day”, going from one leader job, making an indecent amount of much money, to another, which however I did not, I was the only one, who had the courage to tell



the truth, which I did in my post below, with this headline:

“Stine J., the CEO of Helsingør Municipality, gets promoted because of "fine work" as everyone says, where the truth is that she was responsible for "disastrous administration" and is always in a hurry herself, not doing her best work”.




**Stig Dragholm**  
STINE J., THE CEO OF HELSINGØR MUNICIPALITY, GETS PROMOTED BECAUSE OF "FINE WORK" AS EVERYONE SAYS, WHERE THE TRUTH IS THAT SHE WAS RESPONSIBLE FOR "DISASTROUS ADMINISTRATION" AND IS ALWAYS IN A HURRY HERSELF, NOT DOING HER BEST WORK

Stine J. has been CEO of Helsingør Municipality for 8 years and has now been "promoted" to a "fine, new job" as director with the Local Government Denmark (KL), which is the association and interest organisation of 98 Danish municipalities, and I feel "act of friendship", which is about the elite taking care of it's own, yes, there is no end to all of the fantastic successes as Stine stands behind according to herself and all people and media around her, and she may be a kind person as people like, when she shows herself to them, which she does not to me as part of the game, but the truth is that Helsingør Municipality has had a number of cases ("too many") of the administration taking illegal decisions, building projects gone wrong and more, which you can describe as "disastrous administration", you can find them all yourself out there, which is what Stine has been responsible for on top, and still she gets promoted (?), and yes, I don't know Stine myself, she has done all to avoid me, the only thing I have noticed is that she is always in a hurry on social media, where she often does not take the time to write "good Danish" and to do it without spelling and typing errors (or at least to decrease them), which gives me the impression of what the whole society suffers from, you often believe you know, but when you are too busy and not doing your best work, you get caught with disastrous errors as the municipality here is guilty of, and yes, it is the whole work culture that does not work, which I have written about before, so I will not repeat it here, but this is where you really should have made an effort, to set your foot-print, but when you "cannot" yourself, how can you then be a role model for the whole organisation?

Yes, this is also the lady, who rejected my Facebook invitation years ago and blocked me without reason, only because she is part of the evil axe, swinging the axe against me, working for people like the mayor, Benedikte, and my sister's husband, Hans, carrying out their orders with the purpose to bring me down, and then it is "not well-seen" for you to be "friends" with me, so this is why, but Stine has done it more awkward than most, I have now followed her on LinkedIn for some time, and here I gave my first comment to her, saying "**congratulations** Stine, but no co-operation with me" (?), and I do believe that my comment is the only one as she did not "like" or comment herself, which makes you look like a clown, Stine, and yes, this is what you are to me, more than anything, a "circus clown". (And who else receives the Danish queen as official representative in sneakers as you did here in May???)

Take care, Stine, I look forward to the day when you can "open up" and invite me on coffee, telling me the truth of how it really was to you 😊.

<https://www.linkedin.com/.../stinejohansenworkingmind...>



Like Reply 27 w Edited

[https://www.facebook.com/stig.dragholm/posts/pfbid0Lzcz2VawNTMAGhQEaUsNE429YDwk2fVzrGzq1SU9RSGRqUWv5WRTZ92kNaRyfMFyl?comment\\_id=412377710865401](https://www.facebook.com/stig.dragholm/posts/pfbid0Lzcz2VawNTMAGhQEaUsNE429YDwk2fVzrGzq1SU9RSGRqUWv5WRTZ92kNaRyfMFyl?comment_id=412377710865401)

Stine is always “too busy” on social media, not formulating herself very well, making too many embarrassing errors, sending a poor signal, acting as a wrong role model, not caring about details

In my script from February 11, 2022, I wrote the following about Benedikte and Stine:

Benedikte Kiær, our mayor, brought the news about how Queen Margrethe for the first time will come on an official visit to the city of Helsingør on June 1, which I also look forward to – and will try to come and see you, if there will be a public access point during the day – which I told her, and this also gave me the opportunity to write her what I have been thinking, which is that she always brings good Facebook communication, writing and formulating herself good, almost always without errors, which I then said that her “a little too busy” director of the Helsingør Municipality, Stine Johansen, could learn from, which is because every time that I see Stine on social media, which includes the Facebook post below and then on LinkedIn, where I follow her (which I cannot on Facebook, because she decided to block me there without reason few years ago, when I sent her an invitation to connect!), she is “too busy”, not formulating herself very well and not minding the details, but almost ALWAYS making embarrassing typing and spelling errors, which she could easily edit and remove, but she does not, which is a really POOR SIGNAL to send to send all employees of the entire municipality, the city and now the whole world, which shows you as the opposite of a role model, as someone, who does not care about getting details right, and it makes me think of more building projects in the municipality over the last few years (including the City School, the football stadium etc.), which have “gone wrong” including budget overruns and embarrassing building defects, shoddy building, and every time, the municipality has had “good



excuses”, not feeling responsible, but blaming everyone else, and it is really this careless attitude of people, not doing their best, not taking on responsibility, that brings these flaws in the first place, and no, I do NOT like people to act as careless as you give the impression of in your communication on social media, Stine, not at all (!), and tell me again just how much you are paid, which is a “crazy amount”, right (?), and I wonder if the city would not be better off [without someone](#) like you, who is more an administrative leader, where the politicians with Benedikte in the lead as mayor take the decisions (very often without knowing the details!) on basis of your recommendations and work, and yes, a system invented by the Devil. (It is as if Stine decided to improve her social media communication after this and also after starting her new work, but she still makes too many errors, also being “unable” to set commas, and why is that, Stine, is this because you really don't care?)



[https://www.facebook.com/stig.dragholm/posts/pfbid02rcPLh2utGH8jkJ23jKwKMCvjsmEQvGfnkCqdkdeZXTiJMoxxB7UCoJf8F7uzZwo?comment\\_id=10221137429048585](https://www.facebook.com/stig.dragholm/posts/pfbid02rcPLh2utGH8jkJ23jKwKMCvjsmEQvGfnkCqdkdeZXTiJMoxxB7UCoJf8F7uzZwo?comment_id=10221137429048585)

Helsingør Daily Paper: “The municipality needs to clean up the rotten culture”. Benedikte and Stine: “There is NO rotten culture”, but there is, everybody knows, it is COMPLETE INSANITY to deny it!



LEDER  
CHEFREDAKTØR  
PETER HAGMUND-HANSEN  
PEH@JFMEDIER.DK

Helsingør Dagblad, 29.1.2022

## Kommunen mangler at rydde op

**D**en medarbejder i Center for Økonomi og Ejendomme, som en murermeister i Helsingør har stævnet for injurier, er, som helsingørdagblad.dk skrev tidligere på ugen, ikke længere ansat i Helsingør Kommune.

Baggrunden for, at medarbejderen er fratrukket sagen, hverken hvad angår den konkrete medarbejder eller den pågældendes arbejdsplads. Og derfor vil vi påpege, at kommunen fortsat mangler at rydde effektivt op efter skandalesagen.

**ÉT ER, AT** en konkret kommunal medarbejder formentlig er blevet fjernet fra jobbet, fordi vedkommende har sendt en truende mail til en helsingørsk murermeister. Det er en forståelig reaktion fra den pågældendes leder.

Noget andet er, hvilke initiativer kommunen vil tage for at ændre kulturen i den nu tidligere medarbejders afdeling.

For det er langt fra første gang, at der har

**“Det er langt fra første gang, at der har været problemer i Center for Økonomi og Ejendomme.”**

blandt menige borgere. Centret er blevet kritiseret for at være træg i sin sagsbehandling. Og for nærmest at behandle lokale virksomheder som modstandere.

Der er, som politikere ynder at sige, brug for at trække en streg i sandet. Og derfor er der brug for at ændre kulturen i afdelingen, så man som borger eller erhvervs virksomhed fremover kan forvente en imødekommende sagsbehandling og en venlig tone, når man henvender sig.

Derfor har det kommunale embedsværk fortsat et oprydningsarbejde foran sig. For selvom den konkrete sag muligvis er løst ved at fjerne en konkret medarbejder fra afdelingen, ændrer det ikke den generelle oplevelse af, at afdelingen har optrådt uvenligt, nidkært og modvilligt over for virksomheder og borgere.

**INGEN KAN VÆRE** interesserede i, at afdelingen opleves sådan. Slet ikke de mange dygtige medarbejdere, der hver dag skal tumle med de mange byggesager m.v., som afdelingen behandler.

Også derfor er der brug for en oprydning i den rådne kultur.

<https://helsingordagblad.dk/debat/helsingoer-dagblad-mener-kommunen-mangler-fortsat-at-rydde-op-i-skandalesag>

In January 2022, the editor-in-chief of Helsingør Daily Paper wrote the leading article above: “The municipality still needs to clean up” (the scandal, to clean up “a rotten culture”).

- The editor-in-chief: One municipal employee has been removed from work because he has sent a threatening mail to a builder, but what will the municipality do to change the culture in his department? The culture has been described as rotten by business people, associations, politicians and citizens, and slacking in its work, almost like treating local businesses as opponents. There is a need to change the culture so that businesses and people will receive a kind procedure and tone. There is a need to clean up the rotten culture.

This made Stine instantly “lose it”, showing her “hurt, negative feelings”, which a civil servant only very rarely does (they are not allowed to express “political” opinions, but to be silent!), being unable to THINK clearly as result, Stine (?), when writing and publishing this reply (my extract) on the same day as the leading article of Helsingør Daily Paper above:

### ROTTEN CULTURE AT HELSINGØR DAILY PAPER?

- An uncommonly hopeless leader in today's Helsingør Daily Paper, without insight into history and facts, a frontal attack on several hundred employees in Helsingør Municipality. The 4,700 employees in Helsingør Municipality perform solid, thorough and proper work every single day for the 63,000 citizens.
- Hagemund (editor-in-chief) has introduced a zero error culture when it comes to employees in Helsingør Municipality, if one steps off, everyone is grossly displayed in their own Daily Paper. Hagemund has not understood much of what is going on in Helsingør Municipality, but I can reassure him that employees and managers do not cultivate a rotten culture.
- The cases he thinks that he knows something about and promptly assesses to be "rotten culture" in our municipality are partly an old case about kickbacks, partly a new case about an unacceptable tone in an internal email and suspicion of cheating (which she then explains they have taken care of). (Read about the email in chapter 10, “Builder sues municipal employee”).

**Helsingør Kommune**  
29 January 2022 · 16

Replik fra kommunaldirektør Stine Johansen til dagens leder i Helsingør Dagblad:

**RÅDDEN KULTUR PÅ HELSINGØR DAGBLAD?**  
I hvert fald en ualmindelig håbløs leder. Her tænker jeg selvfølgelig først og fremmest på lederen i dagens Helsingør Dagblad. Hvordan kan Hagemund få sig selv til at signere en leder, der tilsyneladende uden indsigt i historik og fakta, er et frontalangreb på flere hundrede medarbejdere i Helsingør Kommune?

4700 medarbejdere i Helsingør Kommune udfører hver eneste dag et gedigent, grundigt og ordentligt arbejde for 63.000 borgerne. Men Hagemund har indført nulfejlskultur, når det gælder medarbejdere i Helsingør Kommune. Er der en der træder ved siden af, skal alle udstilles groft i deres eget dagblad. Samme logik gælder Hagemunds udtalelser om Center for Økonomi og Ejendomme. Hagemund har igen ikke har fanget ret meget af hvad der foregår i Helsingør Kommune, men jeg kan berolige ham med, at medarbejdere og ledere ikke dyrker en rådden kultur.

Et er, at han sammenblander opgaverne og medarbejdere i to centre, nemlig By, Land og Vand (BLV) og Center for Økonomi og Ejendomme (OE). Men at han hænger hele sidstnævnte center ud, uden at vide, hvad de laver i hverdagen, er ualmindelig håbløs. Men – lad mig hjælpe chefredaktøren lidt. OE har fx gennem de sidste to års coronakrise stået på pinde for at sikre lokale test- og vaccinationscentre, så vi undgik, at alle igen og igen skulle til Hillerød. OE har også ansvaret for alt fra vedligehold af foreningslokaler og sportshaller, styrer store byggerier som Sundhedshuset og udbygning af dagtilbud rundt omkring i kommunen. Og så arbejder de med grøn omstilling, energirenovering og bedre indeklima på fx skolerne. For bare at nævne noget. De går altså på arbejde for kommunens borgere hver eneste dag.

Hvad Hagemunds metier består i, kan man blive mere i tvivl om. Han vil nok mene, at han bedriver såkaldt kritisk journalistik og holder kommunen op på sit ansvar. Det er fint – men det gør man jo kun, hvis man har sat sig ind i sagerne.

De sager, han tror at vide noget om og rask væk vurderer er “rådden kultur” i vores kommune, er dels en gammel sag om returkommission, dels en ny sag om en uacceptabel tone i en intern mail og mistanke om fusk. Hvad den første angår, så handlede medarbejdere og ledere dengang ansvarligt og præcist som de skulle. Da medarbejderne registrerede, at der foregik noget mistænkeligt gik de omgående til deres til deres leder, som gik direkte videre med sagen til den øverste ledelse, der også handlede omgående, så vi kunne skille os af med de brodne kar. Den anden sag har jeg bedt vores eksterne revision BDO undersøge helt til bunds. Men allerede for snart 10 måneder siden, da vi hørte om mistanken, blev samme materiale undersøgt af vores interne revision og vedkommende er blevet fulgt hele vejen. Den interne mail var – helt på linje med Dagbladets leder – håbløs.

Er det en rådden kultur at rydde op i sager og være åben om det? Jeg kan i al fald konstatere, at vi bliver hængt ud for det. Er det en rådden kultur, at sige farvel til enkeltmedarbejdere, der ikke lever op til de krav, der er til god dialog og kommunikation? Nej, det er ordentligt og rigtigt at gøre.

Dét der ikke er ordentligt er, at hænge samtlige medarbejdere og ledere ud under skandaleoverskriften “en rådden kultur.” Men det siger vist mere om den skandale-kultur, Hagemund selv ønsker at opdyrke, for at generere digitale click og omsætning hos Jysk-Fynske. Kritisk journalistik? Jeg vil kalde det et kritisk lavpunkt for Helsingør Dagblad.



[https://www.facebook.com/story.php?](https://www.facebook.com/story.php?story_fbid=pfbid08b2t7hoKJkhXJD2iXiztTtJpggs9GaV74y2Kfcx8CDjS1Au6vNH0tcC2NsgM4xRWI&id=100064875240608)

[story\\_fbid=pfbid08b2t7hoKJkhXJD2iXiztTtJpggs9GaV74y2Kfcx8CDjS1Au6vNH0tcC2NsgM4xRWI&id=100064875240608](https://www.facebook.com/story.php?story_fbid=pfbid08b2t7hoKJkhXJD2iXiztTtJpggs9GaV74y2Kfcx8CDjS1Au6vNH0tcC2NsgM4xRWI&id=100064875240608)

It also brought up Benedikte from her comfortable chair, also being unable to control her negative feelings, writing the post below (my extract), also on the same day as the leading article, which she agreed on doing with her “good friend”, Stine, right?



- The editor-in-chief vilifies the employees of the municipality, calling for a clean-up of a “rotten culture”. It is sad to see our newspaper displaying employees. I experience employees working hard to create value for citizens, but mistakes can happen.
- The newspaper demands a zero-fault culture, otherwise they shout “scandal” and “rotten culture”. The newspaper has developed into a pillory, making employees sad. We can all make mistakes, we learn from them and make an effort to improve. (Stig: Do you really, really???)

 **Benedikte Kiær**  
29 January 2022 · 🌐

Jeg blev meget trist, da jeg læste lørdagens leder i Dagbladet. Det er chefredaktøren, der stod bag dagens leder, hvor han i den grad sviner kommunens medarbejdere til og efterlyser en oprydning i den “rådne kultur”. Hvor er det trist, at vores lokale Dagblad i den grad er forfaldet til journalistik, der udstiller mennesker og har en retorik, der får selv de mest garvede trolde på Facebook til at ligne blide lam.

I Helsingør Kommune har 4.700 medarbejdere deres daglige gang. Jeg har været borgmester i lidt over 8 år og oplever medarbejdere, der knokler for at skabe værdi for kommunens borgere. Men hvor der er mennesker, kan ske fejl. Vi kender alle udtrykket – “det er menneskeligt at fejle”. En chefredaktør sætter retningen for sit Dagblad. Og det er ganske tydeligt, at kommunens medarbejdere ikke hører til de mennesker, der må begå fejl. Derimod kræver Dagbladet en absolut nulfejlskultur – ellers falder der brænder, der bliver råbt skandale og rådden kultur.

Hvad tror I, at Dagbladets tilgang gør ved medarbejderne i kommunen? Når de læser avisen og en leder, som den vi har i dag, så bliver de kede af det. Og de bliver nervøse for, at hvis de begår en fejl, så får de kommunen på forsiden af avisen med en skandalehistorie – eller at de selv ender i gabestokken. For det er det Dagbladet efterhånden har udviklet sig til: En gabestok!

Ja, vi kan alle begå fejl. Og dem lærer vi af og gør os umage for at blive bedre. Så kære Dagblad – pak nu gabestokken væk, og lad os i stedet samarbejde. Lad os sammen også få fortalt de gode historier, der fortæller, hvor dejlig vores kommune er. For dermed vil flere få lyst til at arbejde i kommunen og skabe værdi for borgerne.



[https://www.facebook.com/permalink.php?story\\_fbid=307240111423732&id=100064132361252](https://www.facebook.com/permalink.php?story_fbid=307240111423732&id=100064132361252)

“The Journalist” believed they had found a good story here, and wrote the following (my extract):

- Welcome to a new world: Municipal director attacks the local newspaper
  - An editor in Helsingør Daily Paper got the municipality's manager to write a “biting” SoMe post, which triggered a regular love storm. But experts believe it can be a “dangerous” strategy.
  - In the editorial, he wrote that the municipality still needs to clean up a “rotten” culture. This made Stine Johansen go on LinkedIn, and go on the attack.
  - The comment fields have flooded into a love storm. “Denmark's coolest municipal director” and “brave and important that you stand up” etc.

<https://journalisten.dk/velkommen-til-en-ny-verden-kommunaldirektoer-angriber-lokalavisen/>

I don't know about the details of the specific case, but I know very well about the general picture of how people work today both at Falck in Lyngby, at Helsingør Municipality and everywhere else, where there is a “rotten culture” of employees, who TALK and relax too much, do not show the necessary care and concentration to do their best work, but a lazy and careless attitude, and also an “indifferent service” to people, which goes with almost all people (“more or less”, there is a minority like me always doing their best, using their potential to the fullest), but most people “cannot get it in on their inner lightboard” that this is how it is, this is “completely impossible” for them to understand and agree on, they do believe they do their best, but most often they do not.

Most people have an unused and unknown potential as they can only reach, when they focus, improve their attitude and decide to do their best work, behaviour and communication over a long

period of time, lifting up their level, stopping their poor habits of NOT thinking carefully (as most do NOT today, they most often have “a meaning” about things, also what they do NOT know about and do not care about researching first, which is how social media debate as example works WRONGLY for most people today), working too quickly, being indifferent, not taking responsibility etc. as I have shown you many times in my scripts especially with big organizations (“concrete democracies”) like [DSB \(Danish Railways\)](#), [Lokaltog \(Local Train\)](#), [Scandinavian Airlines](#) and police/municipality/tax authorities etc., who often work with their “auto-pilots” switched on, NOT THINKING, not knowing about and showing service, not working with the details required to “do right”, thus often doing wrong, having no human considerations, being indifferent etc.

This is also how it is at Helsingør Municipality (“more or less”) as you can read examples of in this paper, which I have also experienced myself, when I had the Job Centre of Helsingør Municipality working actively against me from 2011-18 (deliberately trying to break me down as “the game of the elite” against me) with appallingly poor work and deliberate illegal decisions as you can read from [my website](#), especially my website on “[The official system treated me as a slave and lunatic](#)”, from my scripts as you can read from [my Facebook profile](#) and from [my website containing all of my scripts](#) and also my papers on [my Scribd-profile](#) (some papers have WRONGLY been removed by Scribd!), which will be too long to bring in a greater detail here, and, yes, it is like chefs learning how to get rid of their bad habits and poor behaviour, to do their best, to cook better over time.

So let me tell you straight out, Stine and Benedikte, what everyone else but you can easily see, which you “cannot” admit to yourselves as the responsible management of Helsingør Municipality, which is that THERE IS INDEED A ROTTEN CULTURE IN HELSINGØR, [EVERYBODY KNOWS](#) AND SPEAKS ABOUT IT, EVERYBODY CAN READ EXAMPLES OF YOUR “SHIT-CASES” IN CHAPTER 10 OF THIS PAPER, AND STILL YOU CLAIM THAT “THERE IS NO ROTTEN IN CULTURE IN HELSINGØR”. HAVE YOU COMPLETELY LOST YOUR MINDS, GONE “CUCKOO, CUCKOO”, WERE YOU BORN ON ANOTHER PLANET, NOT SEEING WHAT GOES ON HERE, HAVE YOU GONE BLIND AND DEAF OR ARE YOU JUST IN A “DENIAL PHASE” TO “PROTECT” YOURSELVES AND “YOUR EMPLOYEES” FROM RESPONSIBILITY OF YOUR OWN “POOR WORK”? THIS IS [COMPLETE MADNESS](#), A DISGRACE, [YOU'RE AN EMBARRASSMENT](#), PURE INSANITY!

To me, your comments about “there is no rotten culture” above are driven mostly by your “uncontrollable, negative feelings”, not being very wise, being unable to THINK, and certainly not the truth as everybody knows and can read about from this paper, wouldn't you agree? Stine and Benedikte do all they can to “defend their employees”, which they believe is their role to do as most managers do, instead of speaking out the truth, which is that “something is REALLY rotten in the state of Denmark”, which is all over the world, also here in Helsingør, where you do too poor work and make too many errors because of a WRONG ATTITUDE of most people, which means that YOU MUST IMPROVE YOUR WORK, BEHAVIOUR AND COMMUNICATION!

OPEN UP YOUR EYES, UNDERSTAND IT, TAKE IT IN AND DO SOMETHING ABOUT IT, WILL YOU?

## 10. MANY EXAMPLES OF “SHIT CASES” IN HELSINGØR SHOW POOR WORK, BEHAVIOUR AND COMMUNICATION, WHICH IS A GENERAL “ROTTEN CULTURE” THAT MUST BE CLEANED UP!

Here are examples of “shit-cases” in Helsingør Municipality from recent years as I have been able to find on-line. This is what “rotten culture” and DISASTER is about, how can you praise yourselves for being “best leaders”, being “inspirational” and “role models”, when shit-cases like this continue happening on your guard and you do NOTHING to change it?

You have done ABSOLUTELY NOTHING to thoroughly change the attitude of employees of Helsingør Municipality in order to improve their work, behaviour and communication even though I have told you for years, via my Falck paper, how to do it, and why is that, is it because you “cannot see it” yourselves even though all can easily see it (?), because you are in denial of the uncomfortable truth, and maybe because you also told everyone that “Stig is crazy”, but isn't this exactly what you are yourselves, Benedikte and Stine, when you take credit for your “big successes” and “fine results”, when you are the ones, who are responsible for DISASTROUS WORK, SCANDALS AND “SHIT-CASES” of Helsingør Municipality as these examples show.

### WRONG BEHAVIOUR, ATTITUDE/MENTALITY:

- “Only I know” mentality of mayor Benedikte Kiær, scolding or even being hysterical towards a member of the City Council, “Now you must listen. Look at me”! The video goes viral.
  - <https://helsingordagblad.dk/debat/debat-vi-alene-vide>
  - <https://www.tv2kosmopol.dk/amerikansk-fodbold/ballade-i-byrad-du-skal-ikke-tale-til-mig-som-en-skoledreng>
  - [https://politiken.dk/indland/politik/kommunalvalg\\_2021/art6196023/Video-af-vred-borgmester-der-sk%C3%A6lder-ud-i-byr%C3%A5dssalen-g%C3%A5r-viralt-i-valgkampen](https://politiken.dk/indland/politik/kommunalvalg_2021/art6196023/Video-af-vred-borgmester-der-sk%C3%A6lder-ud-i-byr%C3%A5dssalen-g%C3%A5r-viralt-i-valgkampen)
- Unions accuse the mayor for threats and transgressive behaviour, leading to top employees retiring and criticism from the City Council for her “inappropriate communication”
  - <https://helsingordagblad.dk/helsingoer/her-er-det-store-whistleblower-overblik-kiaer-beskyldes-for-trusler-og-graenseoverskridende-adfaerd>
  - <https://ugeavisen.dk/indland/udvalg-i-helsingoer-kommune-kritiserer-benedikte-kiaers-opfoerrelse>
- Five million DKK in compensation to three employees feeling harassed by the mayor, 19 million DKK for buying a luxury lounge at the stadium from a hard-pressed money box and rejection of opening hours of a nightclub without objective reason.
  - <https://helsingordagblad.dk/helsingoer/skandalerne-vil-ingen-ende-tage-tag-nu-for-pokker-et-ansvar>
- The Editor-in-chief of Helsingør Daily Paper called the culture of the administration “rotten” (as mentioned in chapter 9 above), which this article finds “suitable”, other cases too
  - <https://helsingordagblad.dk/helsingoer/har-helsingoer-faet-en-lokal-kopi-af-barbara-bertelsen-og-mette-frederiksen>
- Jan Ryberg: There is a rotten culture in Helsingør Municipality, they treat local businesses as opponents
  - <https://helsingordagblad.dk/helsingoer/jan-ryberg-om-behandlingen-af-lokale-virksomheder-der-er-en-raadden-kultur>
- A civil servant received bribes from a craftsman, giving him work for the municipality
  - <https://www.tv2kosmopol.dk/helsingor/svindelsag-i-helsingor-tre-kommunalt-ansatte-fyret>
  - <https://www.sn.dk/helsingoer-kommune/embedsmand-doemt-et-aars-faengsel-i-bestikkelsessag/>

- Builder sues municipal employee for slander and evil rumours, they have crossed the line, I will not tolerate it (untrue rumours of bribery, “stop working with this builder”), “strange municipal procurement practice”, written documentation lacks for building works over two years, one building company charges a fee for delegating municipal work to other companies, “an unacceptable practice”, it weakens confidence in the municipality and their “rotten culture”. Helsingør Municipality is again at the bottom of an industry measuring of Danish Industry, honesty and openness lacks in the municipality and City Council, a change of culture is needed (see more about this in chapter 9 above)
  - <https://helsingordagblad.dk/erhverv/der-mangler-mails-notater-og-sms-er-arbejde-for-millioner-kan-vaere-gaaet-til-horsholm-byggefirma-uden-skriftlig-dokumentation>
  - <https://grundejerne-i-helsingør.dk/wp-content/uploads/2022/01/2022-01-15-HD-Arbejde-for-millioner-til-Horsholm-byggefirma-mangler-i-aktindsigt.pdf>
  - <https://grundejerne-i-helsingør.dk/wp-content/uploads/2021/09/2021-09-16-Darlige-erhvervsmalinger-Gamle-mogsager-bliver-ved-med-at-spøge.pdf>
  - <https://helsingordagblad.dk/erhverv/murermester-sagsoeger-kommunalt-ansat-for-bagvaskelse-og-onderygter-her-er-de-gaaet-over-stregen-det-vil-jeg-ganske-enkelt-ikke-finde-mig-i>
  - <https://helsingordagblad.dk/erhverv/klar-tale-fra-formand-for-erhvervs-og-industriforening-dybt-foruroligende-sag-boer-ende-i-fyring>
  - <https://helsingordagblad.dk/erhverv/kommunen-svarer-igen-efter-kritik-for-sviner-mail-naar-fuld-aabenhed-ikke-raekker>
  - <https://helsingordagblad.dk/debat/debat-milde-moses-nu-rabler-det-for-alvor-i-vores-kommune>
- Two police officers received bribes from a business man
  - <https://nyheder.tv2.dk/krimi/2019-03-20-hoejesteret-skaerper-straffen-for-to-betjente-i-bestikkelsessag>
- A social worker filmed and shared a video of an old lady with dementia, asking her “are you crazy, ugly, or what is wrong with you”?
  - <https://nyheder.tv2.dk/samfund/2020-09-07-sosuhjaelper-filmede-og-delte-video-af-demensramt-kvinde-er-du-skoer-eller-hvad>

## ECONOMICAL LOSSES:

- A new football stadium (which was also full of the worst construction errors because of scamped work) was more than 45-65 million DKK over budget
  - <https://www.tv2kosmopol.dk/helsingør/kommune-holder-haanden-under-skandale-stadion-forsøger-sig-med-ny-lokalplan>
  - <https://ing.dk/artikel/fare-personskade-helsingør-stadion-ramt-af-nye-problemer>
- Sloppy handling of an important contract forced the municipality to buy an expensive lounge for 19 million DKK
  - <https://www.bt.dk/fodbold/kommune-koeber-stadion-lounge-til-19-millioner-dybt-rystet>
  - <https://helsingordagblad.dk/helsingør/pensionsselskaber-vil-investere-i-stadion-sjusk-med-vigtig-kontrakt-vang-kommunen-til-dyrt-lounge-koeb>
- Compensation of approx. 20 million DKK to two contractors for stopping construction of the new city school
  - <https://helsingordagblad.dk/helsingør/skoleprojekt-har-allerede-kostet-kommunen-55-millioner>
- Delayed Hornbæk nursing home will be 15 million DKK more expensive
  - <https://helsingordagblad.dk/helsingør/kostbar-konkurs-forsinket-hornbaek-plejehjem-bliver-15-millioner-dyrere>
- Budget for schools exceeded by 25 million DKK

- <https://helsingordagblad.dk/helsingoer/skoler-kaemper-stadig-med-store-udgifter-til-vikarer>
- Budget for sport city exceeded by 12 million DKK
  - <https://helsingordagblad.dk/helsingoer/prisen-eksploderet-helsingoer-er-klar-med-idraetsby-voldgiftssag>
- Proposal to analyse municipal economical control after budget exceeded by 65 million DKK
  - <https://helsingordagblad.dk/helsingoer/spare-runde-udloeser-analyse-af-oekonomi>
- A loss of 20 million DKK on “the virtual office”, which was not really existing!
  - <http://www.helsingorby.dk/AHjort.htm>
- A loss of 60 million on a failed biogas plant
  - <https://jyllands-posten.dk/indland/ECE3318177/Dyr-fiasko-i-Helsing%C3%B8r/>

The municipal director, Stine (from 2015-22) was top responsible for “Centre for Economy and Property”, having the responsibility of (some of) the above building projects, losing millions of DKK.

#### MUNICIPAL DISTRICT PLANS OVERRULED BY THE STATE:

- Environmental trouble about Helsingør Stadium: District plan must be changed
  - <https://helsingordagblad.dk/helsingoer/miljoe-ballade-om-helsingoer-stadion-lokalplan-skal-laves-om>
- The Board of Appeal finds new errors: The municipality rejects the controversial beach road villa for the second time
  - <https://helsingordagblad.dk/helsingoer/klagenaevn-finder-nye-fejl-kommunen-faar-underkendt-ja-til-omstridt-strandvejs-villa-for-anden-gang>
- House building was stopped, the municipality now has to pay big compensation
  - <https://helsingordagblad.dk/helsingoer/omstridt-boligbyggeri-paa-kendt-grund-blev-stoppet-saa-meget-er-kommunen-doemt-til-at-betale-i-erstatning>
- Citizens after complaining about huge construction case became necessary: - Why didn't you try to talk to us first?
  - <https://helsingordagblad.dk/helsingoer/borgere-efter-at-klage-over-kaempe-byggesag-blev-noedvendig-hvorfor-proevede-i-ikke-at-tale-med-os-foerst>
- The Planning Appeals Board has cancelled the local plan for the planned solar park at Skibstrup with immediate effect
  - <https://helsingordagblad.dk/erhverv/truet-dyr-stikker-kaep-i-hjulet-paa-byggeri-til-over-300-millioner-kan-forsinke-projektet-i-op-til-et-aar>
- The Planning Appeals Board stops the construction of 35 homes in Espergærde, while it investigates whether the district plan is valid
  - <https://helsingordagblad.dk/helsingoer/endnu-en-byggesag-ryster-helsingoer-kommune>
- Sunset Boulevard farce continues: Well-known fast food chain still cannot build in Helsingør
  - <https://helsingordagblad.dk/helsingoer/sunset-boulevard-farce-fortsaetter-kendt-fastfood-kaede-kan-stadig-ikke-bygge-i-helsingoer>

- The municipal district plan violated the Planning Act, which stopped the construction of 700 residences, but later the Planning Complaints Board approved it
  - <https://helsingordagblad.dk/espergaerde/virksomhed-fik-stoppet-lokalplan-for-700-boliger-aergerligt-at-kommunen-ikke-lyttede>
  - <https://helsingordagblad.dk/espergaerde/stoppet-kaempebyggeri-kan-gaa-i-gang-igen-naevn-afviser-klage>

#### OTHER CASES:

- Serious criticism of Helsingør Municipality giving Chromebooks to pupils without estimating that personal information could fall into wrong hands, leading to temporary prohibition
  - <https://www.folkeskolen.dk/helsingor-kommune-it-it-i-undervisningen/alvorlig-kritik-af-helsingor-kommune-i-chromebook-sag/1364557>
- Neighbors to the Coal Square fear damage to their homes: Many have reported tremors where cups have clinked on the table
  - <https://helsingordagblad.dk/erhverv/naboer-til-kulpladsen-frygter-skader-paa-deres-hjem-mange-har-meldt-om-rystelser-hvor-kopperne-har-staaet-og-klirret-paa-bordet>
- Elton, Helsingør: The grant board is trying to stop a dance venue for adults with completely unreasonable arguments
  - <https://www.facebook.com/eltonpub/posts/pfbid0216pCMcde3765pYyyzAAEiYayLZi9Fa3nap8fdSArmCQLGKb7gPqSxh6MRdNv4Tsl>
  - <https://www.facebook.com/eltonpub/posts/pfbid026jgSXSCCVB6Lp6W8uqKhRTy9pHeNqCaFE1QQ4yE3B19dLon7bNUNJYwsq3Jm1GLWl>
  - <https://www.facebook.com/HelsingorDagblad/posts/pfbid0J1rFZQKH1giJXG9Yepeyr8mNnFpt4rm4T5jEC89s3vqhaS37XsZCdW5mviFPPLWHl>
  - <https://www.facebook.com/HelsingorDagblad/posts/pfbid0VrxAb7EK2GhmCoqMSrHfFBAFLEV2VGRFtAxECWEWQcCoHTtK4SnVukb44qmAY8Gl>
  - <https://www.skrivunder.net/signatures/et-dansested-for-voksne-i-helsingor>
  - <https://helsingordagblad.dk/helsingoer/politidirektoeren-fastslaar-nordsjaellands-politi-bakker-op-om-nej-til-nat-bevilling-til-nyt-diskotek>
  - <https://helsingordagblad.dk/helsingoer/nat-bevilling-til-nyt-diskotek-fejet-af-bordet-byraadet-siger-nej>
  - <https://www.skrivunder.net/signatures/et-dansested-for-voksne-i-helsingor>
- The City Council decided that Simon Spies Plads (Square) in town will not change name (back to Svingelport as the most obvious) after a TV documentary showed Spies as a molester of very young women and having Nazi sympathies. Stig: You have to make up for sins of the past when you have become wiser. Simon Spies would never be honoured and have a square named after him if we knew then what we know today, which is why the square has to change its name. The City Council and most people COULD NOT think – realizing just how strongly Simon Spies abused and violated young women, believing that nothing is new, but it is, listen/read, understand and feel it (!) - and do right when not changing name. Helsingør is now embarrassed with keeping the name, also experiencing vandalism there. Simon Spies IS NOT WORTHY to have a square named after him, which should be easy for all to understand.
  - <https://helsingordagblad.dk/helsingoer/beslutningen-er-taget-simon-spies-plads-skal-stadig-hedde-simon-spies-plads>
  - <https://helsingordagblad.dk/debat/helsingoer-dagblad-mener-derfor-er-sagen-om-simon-spies-plads-blevet-pinlig>
  - <https://helsingordagblad.dk/debat/et-knebent-flertal-vil-fortsat-hylde-nazisten-simon-spies-opfordring-til-den-historieloeser-del-af-byraadet>
  - [https://www.facebook.com/HelsingorDagblad/posts/pfbid0zfzZDnwcsCxcgdiP48Fvdvra3XU1sHUBsW5SgZvuE9zb4HzpQqmoWHrC2ViFfoWyl?comment\\_id=1761556327528412](https://www.facebook.com/HelsingorDagblad/posts/pfbid0zfzZDnwcsCxcgdiP48Fvdvra3XU1sHUBsW5SgZvuE9zb4HzpQqmoWHrC2ViFfoWyl?comment_id=1761556327528412)
  - <https://stigdraghholm.files.wordpress.com/2022/10/fb-220922-tv2-lorry.jpg>



- [https://www.facebook.com/permalink.php?story\\_fbid=pfbid023r3WnoxM7gTqRVtYCFWuG376vQfjSqwXwvTMRAFNWr3pzsqgZWLPm9YTwB6bBMo2I&id=100064132361252](https://www.facebook.com/permalink.php?story_fbid=pfbid023r3WnoxM7gTqRVtYCFWuG376vQfjSqwXwvTMRAFNWr3pzsqgZWLPm9YTwB6bBMo2I&id=100064132361252)
- <https://helsingordagblad.dk/indland/borgmester-vil-diskutere-omdoebning-af-simon-spies-plads>
- NB: A journalist has delved deeply into the TV documentary, accusing it for errors, lack of documentation, manipulation of participants, working for a hidden agenda and a character assassination of Spies as you can read about [here](#), [here](#), [here](#) and [here](#). I have not gone into the detail of reading and listening to many hours of podcasts about this, but if the conclusion is that Spies did not act as “a molester of very young women” as the TV documentary shows, it may change my view, but regardless of Spies' alleged crimes, he did indeed act as a “sexual monster and freak”, he appeared as a business role model, but he was a “sexual freak”.
- Helsingør Stadium, the City School, residential buildings in Espergærde, care homes in Hornbæk - the list of bad cases in local construction is long
  - <https://helsingordagblad.dk/helsingoer/politiker-aergrer-sig-over-byggeri-helsingoer-har-for-mange-lorte-sager>
- Municipal company bought temps from own board member without obtaining offers from others, a breach of policies
  - <https://www.dr.dk/nyheder/politik/kommunalvalg/ingen-andre-faar-tilbuddet-kommunalt-selskab-koeber-vikarer-af-sit-eget>
  - <https://www.dr.dk/nyheder/politik/kommunalvalg/helsingoers-erhvervsliv-kraever-kommunalt-selskab-endevidt-efter>

Jesper Ingeman-Petersen issued a fire ban at Saint John's Day as the only municipality in the area, doing rotten work, a symbol of him putting out my fire, to stop bringing the birth of my new self

The Danish Midsummer festival, [Sankthans](#), on the evening of June 23 is named after Saint John the Baptist. [Saint John's Day](#), the feast day of Saint John the Baptist, was established by the Christian Church in the 4<sup>th</sup> century A.D. in honour of the birth of Saint John the Baptist, six months before Jesus. The light from the traditional fires all over Denmark this evening was interpreted as symbol of John, who appointed Jesus in a world of darkness.

[June 20, 2023](#): Helsingør Dagblad (“Daily News”) brought the article: “A reader wonders: Low fire risk all over Helsingør municipality - why spoil Midsummer's Eve?”. The article says that “the fire danger in the majority of Helsingør Municipality is assessed as “low” with the text “ignition by glow or small flame is difficult”. “Nevertheless, Helsingør Municipality's emergency department, led by the newly appointed Jesper Ingeman-Petersen, issued a total burning ban in the entire municipality last week”. “We maintain the ban, says Jesper Ingeman-Petersen - had it not been for the Midsummer traditions, we might have considered lifting the ban”. The map in the article shows fire danger as “low” all along the coast line, not only in Helsingør Municipality, but in all other municipalities of North Zealand too.

[June 21, 2023](#): This article in Sjællandske Nyheder (“News of Zealand”) says that “in North Zealand, however, only Helsingør Municipality has chosen to introduce a definite burning ban for the entire municipality. It is not because the summer weather in Helsingør has been different than in the surrounding municipalities, so why the different bonfire rules?

June 23, 2023: Thus, Helsingør Municipality was the only municipality in North Zealand with a fire ban, it was allowed in all neighbouring municipalities including Hørsholm Municipality, where my mother and I celebrated the evening together with my sister Sanna and her husband Hans, and when we drove home, we could see fires along the coast until coming to Helsingør Municipality, where it had not rained less, where it was suddenly forbidden, which is what is COMPLETELY INSANE and ROTTEN WORK of our new emergence leader in Helsingør.

This is how you also managed to get yourself in this paper, Jesper, showing yourself as both a lazy and better-knowing leader, talking too much, doing rotten work, this story is given to document this, and it has the deeper meaning that when you stabbed me in my back in 2011 \*, working for the rotten system including my own sister, stabbing me in the back, you supported the System of Hell trying to stop bringing the birth of my new self, you were the fireman, who was meant to put out my fire, to eliminate me and the world, this is what this symbol is about and why it is given.

\* Read the chapter from year 2011 "Jesper Ingeman-Petersen, my manager at Falck, is recognized as a good leader, but is truly a poor leader, he played the game too, lying to and brainwashing the elite, "Stig is insane, working poorly"" from my paper "[The worst crime in history, the death sentence of man over God: "Make Stig insane, eliminate him and overtake the Source of life"](#)".

Helsingør Municipality carried the axe, being the executioners of the System of Hell, bringing out the death sentence of man over God to eliminate me and overtake the force of the Source in me

On the same day as publishing this paper, I also published an even longer paper with this title:

"THE WORST CRIME IN HISTORY, THE DEATH SENTENCE OF MAN OVER GOD: "MAKE STIG INSANE, ELIMINATE HIM AND OVERTAKE THE SOURCE OF LIFE!"

This paper contains my experiences with the "System of Hell" as I call it, a full description of my experiences from 2008 to 2019 with a COMPLETELY ROTTEN, INSANE AND CORRUPT OFFICIAL SYSTEM OF DENMARK – municipalities, hospitals/doctors, the police, public prosecutor, the parliament/government etc. - that did all it could to find dirt on me, to make me look as and declare me insane, appearing as if darkness had overtaken me, thus giving me the death sentence of man over God, trying to eliminate and overtake the force of the Source (God) in me, which also included to eliminate and overtake all life of my mother!

I had the Job Centre of Helsingør Municipality working actively against me from 2011-19, deliberately rejecting all of my information, telling the truth about me, trying to break me down as "the game of the elite" against me, with appallingly poor work and deliberate illegal decisions.

My paper includes these headings:

Introduction: The world planned to make me insane, eliminate and overtake the Source of life in me, I ask you to withdraw the death sentence of man over God!

Before 2008: I had a completely normal life with normal work and relations with people, I became spiritually overshadowed in 2004/06, "you are God alive as human"

2008: My sister, Sanna, played a double game, cheating me, wrongly committing me to psychiatric hospital against my will, to make me insane and kill me with drugs

2009: I returned home from Kenya, I was declared "fit for work" and received "cash help", I had no energy, but still worked so hard at Brede Park that it was killing me

2010: Lyngby-Taarbæk: I was expelled from a course, my freedom of speech was illegally removed, when I rejected, they removed my cash help, leaving me to die!

2011: Lyngby-Taarbæk: Falck were "incredible happy" for my work, but the manager stabbed me in my back, my Falck paper is to improve your work, to make all happy

2011: Helsingør Municipality read my website, panicked and reported me as a potential mass murderer to the police and threatened to remove my cash help!

2012: A fraudulent doctor and psychiatrist declared that “Stig appears normal, but is schizophrenic”, an insane system declared me insane, but it is the opposite!

2013: A brainwashed, ignorant and insane system could have eliminated and removed me with drugs, I ask the UN for world surrender and resignation to me

2014: Jobcentres were my killing machine, bringing me building stones of darkness to create our New World, my network brought me the worst sufferings in history

2015: I asked the System of Hell to cancel their wrong death sentence on me as insane, almost killing me, I am not the Devil, they are, being my executioners!

2016: I asked the UN and system to grant me access to secret information on me, to revoke their rehabilitation plan and their death sentence on me, but they refused

2017: The system fabricated false proof to declare me insane, my doctor and a psychiatrist confirmed their lies: “Stig is normal, but psychotic”, a total fraud!

2018: An insane system “awarded” me disability pension, I appealed and reported them for abuse of power, the worst crime in history, they acquitted themselves!

2019: The rotten System of Hell manipulated and lied in their planned plot against me, clearing themselves from man's attempt to eliminate and overtake God in me

This paper can be read as a separate page from [my website](#), [my Internet Archive profile](#) and from my Scribd profile [here](#).

Helsingør Municipality cheated me for "special home aid", 200 USD monthly for 3 years, using insane/illegal decisions, forcing me to live on a stone, I received USD 7,000 in compensation

The paper above also includes this separate case that shows just how low a municipality can crawl on all four, committing not only misunderstandings and very poor work, but directly unethical, illegal and outrageous decisions. Read it and you will understand just how cringing and disgusting they behaved, when deciding to follow the System of Hell against me.

They truly must feel incredible embarrassed for their exceptionally poor, wrong, illegal and inhuman work and treatment of me, being completely will deaf and blind in relation to me, betting on the wrong horse, my sister, against me. How do you think you did yourselves, Benedikte & co.?

This separate case can be read from this document:

<https://www.scribd.com/doc/250502729/Helsing%C3%B8r-Municipality-cheated-me-for-special-home-aid-forcing-me-to-live-on-a-stone>